

# PARIS MINOR HOCKEY ASSOCIATION



## RULES OF OPERATION

### **Preface**

The purpose of these rules is to enable  
Paris Minor Hockey Association  
To operate its hockey program  
In a manner consistent with its mission,  
Its bylaws, the regulations  
Of governing bodies  
and common sense.

**Safety and fair play,  
On and off the ice,  
Are critical to the success  
of the hockey program.**

Paris Minor Hockey Association

# **Rules of Operation**

Adopted by the PMHA Executive

January 13, 2012

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## Table of Contents

### 1 GOVERNANCE

### 2 CODE OF CONDUCT AND ETHICS

- 2.1 Code of Conduct
- 2.2 Executive Board of Directors
- 2.3 Coaches and Team Officials
- 2.4 Parents
- 2.5 Violation of Code of Conduct
- 2.6 Discipline Committee Process
  - 2.6.1 Responsibilities
  - 2.6.2 Process Details
- 2.7 Sanctions for Violation of Codes of Conduct
- 2.8 Conflict of Interest

### 3 PLAYER ELIGIBILITY AND REGISTRATION

- 3.1 Residency
- 3.2 Registration of Players
- 3.3 Birth Certificates
- 3.4 Registration Dates
- 3.5 Registration Fee and Refunds

### 4 EQUIPMENT AND UNIFORM AND COLOURS

- 4.1 Equipment
- 4.2 Official Colours
- 4.3 Team Apparel
- 4.4 P.M.H.A. Logo and Merchandise
- 4.5 Number of Team Jerseys

### 5 TEAM COMPOSITION & PLAYER MOVEMENT

- 5.1 Team Composition
- 5.2 Rep/Local League Player Movement
- 5.3 Underage Players
- 5.4 Affiliated Players
- 5.5 Allowing Affiliated Players to Play For Their Affiliate Team
- 5.6 Player Tryouts-Representative & AE
- 5.7 Player Evaluations-Local League
- 5.8 AAA & NRP (Non Resident Passport) Tryouts & Forms
- 5.9 Players being released from tryouts
- 6.0 CONDUCT AND DISCIPLINE
  - 6.1 Complaints and Sanctions
  - 6.2 Speak Out Policies
  - 6.3 Alcohol

### 7 COACH/MANAGERS/TRAINERS

- 7.1 Selection of Team Coaches
- 7.2 Selection of Trainers
- 7.3 Responsibilities of Team Officials

- 7.4 Responsibilities of a Head Coach
- 7.5 Responsibilities of a Manager
- 7.6 Responsibilities of an Assistant Coach
- 7.7 Responsibilities of a Trainer
- 7.8 Team Budget
- 7.9 Communication
- 7.10 Pre Season Skates
- 7.11 Outside Instructors

## 8 OFFICIALS

- 8.1 Timekeepers 9

## SUBSIDIZATION

- 9.1 Courses
- 9.2 Police Record

## FUNDRAISING

- 10.1 Team
- 10.2 Association

## 11 SPONSORSHIP

- 11.1 Wineries, Brewers, Tobacco
- 11.2 Team Sponsorship

## 12 GAMES, PLAYOFFS, TOURNAMENTS, EXHIBITION GUIDELINES

- 12.1 Games
- 12.2 Tournaments
- 12.3 Exhibitions

## INSURANCE

- 13.1 On-Ice Volunteer
- 13.2 Insurance-General

## 14 DIRECTORS & CONVENORS

- 14.1 PMHA Executive may consist of the following positions
- 14.2 Duties of a Convener

## 15 APPENDIX

- 15.1 Forms

## 1 GOVERNANCE

1.1 Paris Minor Hockey is incorporated under the Corporation Act of Ontario and operates under the governance of its By-Law Number One and Rules of Operation in conjunction with the Manual of Operations of the Ontario Minor Hockey Association.

## 2 CODE OF CONDUCT AND ETHICS

### 2.1 Code of Conduct

The Paris Minor Hockey Association (PMHA) will follow all aspects of the OHF and OMHA Codes of Conduct including Harassment and Abuse definitions, policies and procedures. The PMHA Code of Conduct identifies the standard of behaviour which is expected of all PMHA members and participants, which for the purpose of this policy shall include all players, parents, coaches, officials, volunteers, directors, officers, committee members, conveners, team managers, trainers, administrators and Employees involved in any and all PMHA activities and events.

The Paris Minor Hockey Association is committed to providing an environment in which all individuals are treated with courtesy and respect. Members and participants of the PMHA shall conduct themselves at all times in a manner consistent with the values of the PMHA, which include fairness, integrity and mutual respect.

During the course of all PMHA activities and events, members shall avoid behaviour, which brings the PMHA or the sport of hockey into disrepute, including but not limited to abusive use of alcohol, use of non-medical drugs, **use or possession of air guns I weapons (i.e. - BB guns, paintball guns, pellet guns, spring guns, airsoft guns, pocket knives)**, and use of alcohol by minors.

PMHA members and participants shall at all times adhere to the PMHA's operational policies and procedures, rules and regulations governing all PMHA events and activities and rules and regulations governing any competitions in which any member of the PMHA participates.

Members and participants of the PMHA shall not engage in any activity or behaviour which interferes with a competition or with any player or team's preparation for a competition, or which endangers the safety of others.

Members of the PMHA shall refrain from comments, behaviours, or the use of electronic public forums such as Facebook / Twitter which are disrespectful, offensive, abusive, racist or sexist. In particular, behaviour, which constitutes harassment or abuse, will not be tolerated and will be dealt with under the OMHA's Harassment and Abuse Policy.

Failure to comply with this Code of Conduct may result in disciplinary action in accordance with the Discipline Policy of the OMHA. Such action may result in the member losing all privileges, which come with membership in the PMHA, including the opportunity to participate in PMHA activities and events, both present and future.

### 2.2 Executive Board of Directors

- a) We will adhere to all rules and regulations as put forth by the HOCKEY CANADA, OHF, OMHA and as identified in the PMHA Constitution, By-Laws and Rules of Operation.
- b) We will follow accepted rules of order when conducting Board of Director business.
- c) We will maintain confidentiality of all business discussed at Board of Director/committee meetings unless/until there is agreement to publish/release the results of such discussions.

- d) We will show fiscal responsibility in conducting the affairs of the association.
- e) We will set aside personal issues and focus on our role within the Board to provide the best amateur hockey program possible for all members of PMHA.
- f) We will comply with the PMHA Conflict of Interest policy. Refer to section 2.8
- g) We will conduct association business in an environment that encourages open discussion and consideration of all opinions on matters to be decided by the Board of Directors.
- h) We will coordinate and support programs that train and educate players, coaches, parents, officials and volunteers.
- i) We will work to provide programs that encompass fairness to all participants and promote fair play and sportsmanship.
- j) We will respect game officials, coaching staff, players, parents and volunteers in a manner that promotes fairness, integrity and mutual respect.
- k) We will not tolerate abusive comments, gestures or inappropriate behaviour directed toward game officials, coaching staff, players, parents, competitors, volunteers or elected officials of this association.
- l) We will demonstrate behaviour conducive to being role models to the youth and families in our sport at all PMHA events, board of director meetings and committee meetings.
- m) We will respect, support and encourage each other to do the best job possible in our individual tasks and collectively as the Board of Directors.

### 2.3 Coaches and Team Officials

- a) The Paris Minor Hockey Association reserves the right to reject membership in such cases where a previous record of behaviour unbecoming a member of the association has been evident.
- b) Membership may be revoked at any time to an individual who has been deemed by the Executive to be in contravention of the Constitution or Operating Procedures. Such action shall only result after a fair hearing, recommendation of the Executive Committee, and a majority vote of the Executive.

### 2.4 Parents

- a) It is a policy of the PMHA to provide a safe and fun environment for children to play organized hockey.
- b) Let all participants play for the fun of the game and do not spoil your child or any other child's fun.
- c) Encourage your child to play by the rules and to enjoy the game.
- d) Respect all players, coaches, opponents, game officials and spectators.
- e) PMHA enforces a zero tolerance policy towards situations of harassment or abuse directed against game officials, players, coaches or spectators.

- f) Recognize that every member of the PMHA is a volunteer. Help and encourage all volunteers whenever possible to allow them to work to the best of their ability.
- g) Recognize and applaud good play by your child as well as members of both teams.
- h) Do not embarrass your child by yelling at players, coaches, game officials or spectators. Your child will benefit when you show a positive attitude towards the game and all of its participants
- i) As per OMHA/Hockey Canada mandate, at least one parent or guardian, at the player's registered address, will be required to complete the Respect in Sport - Parent Program as a condition of player participation.

## 2.5 Violation of Code of Conduct

- a) Should any person have concern of a violation of the Code of Conduct by any other association member including but not limited to a player, coach, manager, trainer, official, referee, parent or guardian, and they may seek to file a complaint with the PMHA Executive by signed, dated, written or electronic correspondence. Reference section 6.1 (g)
- b) If it is deemed by the President and / or Vice-President and, where appropriate, the applicable Division Vice President that the matter could be dealt with through the communication protocol as outlined in section 6.1, all attempts must be made to do so prior to the matter going to the Discipline Committee unless a conscious decision has been made to bypass this as per section 2.5 d).
- c) If, after investigation by the President and / or Executive Vice-President and, where appropriate, the applicable Division Convener it is deemed that the matter has not or cannot be resolved through the communication protocols a referral of the matter to the Disciplinary Committee should proceed forthwith.
- d) If it is deemed by the President and/or Vice-President that the incident is of a severe enough nature that it warrants direct review by the Disciplinary Committee, a referral of the matter to the Disciplinary Committee should proceed forthwith. Such incidents requiring direct referral may include but not be limited to any actions subject to criminal charges, violations of the OMHA Risk Management Harassment and Abuse Policy, or other Risk Management policies governing facilities in which an incident occurs, and any significant incidents in violation of the PMHA Code of Conduct including actions which threaten the health and well-being of another person.
- e) As per section 11.9 of the OMHA Risk Management Policy, the President, with agreement by the Executive Vice-President, may take immediate, informal, corrective and appropriate disciplinary action in response to behaviour that in their view constitutes harassment or jeopardizes the safety of others, until the matter is heard before the Discipline Committee. This may include but not be limited to suspension from volunteer positions including executive duties, coaching, bench staff or parent rep, suspension from attending PMHA meetings and suspension from all PMHA activities. Should the President or Executive Vice-President both not be immediately available, the decision may be made in consultation with a Divisional Convener. Documentation of the event and reasoning for the decision must be maintained. Confidentiality of such minutes will be maintained under the direction of the Executive.
- f) In the event that an alleged offense is so serious as to possibly jeopardize the safety of others, the PMHA Executive may immediately suspend the alleged offender from all PMHA activities, pending an investigation of the complaint.

- g) All matters referred to the Discipline Committee will be managed according to subsection 2.6 Discipline Committee Process and be subject to Sanctions as per subsection 2.7

## 2.6 Discipline Committee Process

Matters coming before the Discipline Committee must be deemed by the President or Executive to be of such a serious nature so as to constitute a direct referral to this committee absent a preliminary investigation by the President or Executive to be a situation which could not be reasonably resolved through other channels of communication or resolution.

- a) All meetings of the Discipline Committee will be in camera.
- b) Minutes of all Discipline Committee meetings will be maintained. Confidentiality of such minutes will be maintained under the direction of the Executive.
- c) All members of the Discipline Committee may be required to sign a Confidentiality Agreement regarding all matters that may come before this Committee.
- d) A quorum will be represented by three committee members, not including the President or Vice-President.
- e) Recommendations of the Discipline Committee will be made by consensus. **The President and Executive Committee agreement is not necessary for consensus.** If consensus cannot be reached, the matter will be referred to the OMHA.
- f) Membership of the Discipline Committee may include:
  - Chair - The PMHA Executive Vice President or President shall chair Discipline Committee meetings. If neither the President nor Executive Vice-President is able to chair due to unavailability, conflict of interest or requirement to present evidence, another member of the Discipline Committee shall chair. **The president and Executive Committee agreement is not necessary for consensus.**
  - Up to (3) three community members not currently a member of the PMHA, as appointed by the Chair
  - Up to (3) three PMHA members, as appointed by the Chair

A minimum of 3 committee members, in addition to the President and/or Vice-President are required to be present at a hearing.

### 2.6.1 Responsibilities

The Discipline Committee will:

- a) Demonstrate a commitment to fairness and impartiality where, within reason, equal opportunity is given to all parties to present evidence.
- b) Investigate serious situations of alleged unacceptable actions by a player, coach, manager, trainer, official, parent and /or guardian, referee or any other member felt to be in violation of:
  - i. the PMHA Code of Conduct
  - ii. the OMHA Harassment and Abuse Policy
  - iii. any other policies applicable to the players and members of the association at the time of incident
  - iv. any actions subject to criminal charges.



- c) Investigate incidents through any means necessary and reasonable but not limited to interviewing all parties to the complaint, witnesses and any other third party who may reasonably be thought to have evidence of value to the investigation.
- d) Recommend to the PMHA Executive within ten (10) days of the hearing date, any actions to resolve the issues and penalties to be levied such that the Executive will endorse such recommendations forthwith.
- e) Maintain accurate records of the review and recommendations of actions for all incidents brought before the committee.
- f) Annually submit to the Finance Committee a report of expenditures by the committee for the next fiscal year of the Association.
- g) Recommend policy amendments to the Executive regarding disciplinary matters.

#### 2.6.2 Process Details

When a matter is referred to the Discipline Committee:

- a) All reasonable attempts will be made to schedule the date of the meeting of the Discipline Committee no later than twenty one (21) days from the date of receipt of the complaint. This time frame should allow for appropriate investigation and attempts at resolution through other channels of communication or steps at resolution, followed by scheduling of the meeting.
- b) All Discipline Committee Members will be notified by the chair when a matter is required to come before the Committee. Those members attending the meeting will be provided with copies of the written letter of complaint and any other documentation regarding the incident. This may include but not be limited to written evidence submitted by witnesses, a report by the appropriate executive member of the investigation of the incident and all attempts at resolution through other communication channels.
- c) The Complainant and the Respondent shall be given notice of the date, time and place of the meeting and a copy of the letter of complaint by courier or registered mail. Where necessary, notification may be served in person.
- d) The Complainant and the Respondent may each bring up to (2) witnesses to give evidence. Witnesses shall be given notice of the date, time and place of the meeting and a copy of the letter of complaint by courier or registered mail. Where necessary, notification may be served in person. Application for additional witnesses may be made in writing within two (2) days subsequent to the date of receipt of the notification of the hearing.
- e) The Complainant and the Respondent must notify the Discipline Committee of names of witnesses within two (2) days of receipt of notice of the hearing. Failure to do so will result in waiving of the right to have witnesses.
- f) At the Discipline Committee Meeting, evidence from each party will be given separately and without observation by others presenting evidence. Evidence must be given in a concise and timely fashion. All parties must remain in a designated area until dismissed by the Committee, should further evidence be required. The Complainant will first be given the opportunity to add any additional, pertinent information to their written complaint. This will be followed by presentation of evidence by witnesses for the Complainant. The Respondent will then be given the opportunity to provide evidence to their case, followed by evidence from witnesses for the Respondent. The Committee reserves the right to ask any person giving evidence to rejoin the hearing for further questioning.

- g) During the hearing, the Committee Members will be allowed to ask questions of all parties providing evidence, including questions stemming from evidence given by other parties.
- h) Evidence by Complainant, Respondent and witnesses may be given in person or may be submitted in writing; however written evidence must be certified by a notary public.
- i) All parties involved in a hearing before the Discipline Committee (i.e. complainant, respondent, witnesses) are expected to maintain fully confidentiality of the events of the proceeding. Any parties failing to do so will be subject to disciplinary action.
- j) After all parties have given evidence the hearing will be adjourned and the Committee will deliberate as to recommendations for submission to the PMHA Executive regarding any disciplinary actions, as per subsection 2.7.
- k) Recommendations by the Discipline Committee must be submitted to the Executive within 10 days.

## 2.7 Sanctions for Violation of Codes of Conduct

- a) As per Section 11.8 of the OMHA Risk Management Policy, the PMHA may discipline, sanction and / or suspend any team player, team official, local executive member or employee for contravention of the OMHA Code of Conduct.
- b) Sanctions may also be imposed on any player, coach, manager, trainer, official, parent and /or guardian, referee or any other member felt to be in violation of the PMHA Code of Conduct; the OMHA Harassment and Abuse Policy, or any other policies applicable to the players and members of the association at the time of incident; and any actions subject to criminal charges.
- c) Suspensions may be concurrent and / or consecutive to any imparted by the OMHA.
- d) All sanctions and / or suspensions assessed by the PMHA must be reported to their OMHA Regional Executive Member and the OMHA Executive Director.
- e) All sanctions and / or suspensions assessed by the PMHA will be sent to the individual in writing by courier or registered mail, signed by the President.
- f) In directing disciplinary sanctions, the following options may be considered, singly or in combination depending on the nature and severity of the issue:
  - i. Verbal Apology
  - ii. Written Apology
  - iii. Letter of Reprimand from the PMHA
  - iv. Requirement for Counseling
  - v. Removal of Certain Privileges of Membership
  - vi. Temporary Suspension of Duties
  - vii. Suspension of Membership
  - viii. Expulsion of Directorship
  - ix. Any Other Sanction(s) deemed appropriate.
- g) Recommendations to the Executive by the Discipline Committee may not be returned to the Discipline Committee. Appeal of recommendations made by the Discipline Committee may only be made to the OMHA.

## 2.8 Conflict of Interest

Members of the PMHA are required to declare a conflict of interest in matters where their vote could potentially result in their own personal benefit - financially or otherwise. Members shall not vote in such instances. The Executive will make a ruling where the question of a conflict of interest arises.

## 3 PLAYER ELIGIBILITY AND REGISTRATION

### 3.1 Residency

- a) PMHA players must reside within the area described by OMHA Manual of Operations.

### 3.2 Registration of Players

- a) Subject to registration numbers, the following series of player groupings may be operated by the Association:

<u>Series</u>	<u>Age as of December 31st</u>
U5	4 and under
U6	5 and under
U7	6 and under
U8	7 and under
U9	8 and under
U11	10 and under
U13	12 and under
U15	14 and under
U18	17 and under
U21	19 and under

- b) The registration fee for each player grouping shall be based upon the budget.
- c) Players must be registered in their proper age group and program. Transferring after registration from one program to another will be subject to Executive approval and OMHA Regional Director Approval. The request must be made in writing to the Executive outlining the reason for the request.
- d) The Executive shall set the date by which the selection of players must be completed in September.

### 3.3 Birth Certificates

Satisfactory proof of birth will be submitted with every initial registration of players.

### 3.4 Registration Dates

The Executive shall set registration dates and fees in June for the following hockey season. Registration procedures will be organized and co-ordinated by the PMHA Registrar.

### 3.5 Registration Fee and Refunds

- a) Registrations received after a date predetermined by the Executive, will be susceptible to a late fee with the exception of new players to PMHA (**e.g.- player just moved to the area**). If a **returning PMHA** player, due to late registration, has missed part of the playing season, a reduced registration fee (**full registration fee, not to include any early registration discounts**), may be charged based upon the portion of the season remaining. However, a reduced fee shall only be allowed if the lateness in registration is justified **and approved by the Executive, reviewed on a case by case basis individual basis**; (e.g. - player had been injured or ill, or had been trying out for a Junior Hockey Club).
- b) **All refund requests must be directed in the form of a dated-written request or by email to the PMHA Registrar.** Refunds will be granted according to the date the written or emailed refund request is received by the Director of Registration and the following table:
- |                              |   |     |
|------------------------------|---|-----|
| Up to September 30           | - | 85% |
| During the month of October  | - | 75% |
| During the month of November | - | 50% |
| During the month of December | - | 0%  |
- No **late fees** will be refunded.
- c) Registrants that are not in good financial standing with PMHA will not be permitted to register until the matter is rectified.
- d) Players who are successful in making Representative or AE teams will be subject to an additional Rep fee. The Rep fee shall be determined by the executive on a yearly basis. **All Rep fees are due no later than November 30<sup>th</sup>.** Rep fee refunds will follow the same format as registration refunds in 3.5 (b). There will be no refunds on Rep fees
- e) All **regular season** registration fees must be paid in full by **September 1**, unless an agreement for an extension has been granted by the Association. Failure to pay fees will result in the player being prohibited from participation in any team events until restitution has been made. **All regular season registration fees are due upon online registration or installment payments following the payment schedule as determined during the registration process**
- f) Multi-Child Discount-\$50 discount to each child after full payment of first 2 children registered with PMHA from within the same family.

## 4 EQUIPMENT AND UNIFORM AND COLOURS

### 4.1 Equipment

- a) All players are required to provide and wear full hockey equipment (including mouth guards) which will be current CAS approved and per current OMHA regulations. Directors, conveners, and coaches must advise players or parents of players improper fitting or illegal equipment. Any player not suitably out fitted will not be allowed on the ice.
- b) PMHA has a limited supply of goalie equipment that registrants may sign out at the beginning of the season. It is the responsibility of the registrant to return all borrowed equipment after the final game or practice. A charge will be applied to the registrant for all unreturned equipment.

#### 4.2 Official Colours

- a) The official colours of PMHA shall be: black, red, yellow and white

#### 4.3 Team Apparel

- a) Team apparel must be approved by the Executive and obtained by the approved vendor of Paris Minor Hockey Association

#### 4.4 P.M.H.A. Logo and Merchandise

- a) The use of P.M.H.A. The logo is the property of the Paris Minor Hockey Association. The logo may only be used with written consent from the Paris Minor Hockey Executive. All merchandise/apparel bearing the PMHA logo must be approved by PMHA executive and obtained by the Paris Minor Hockey Associations approved vendorApproval form located in section 15

#### 4.5 Team Uniform

Jersey's will be purchased by the member at the time of registration. You must obtain your jersey through PMHA

- a) Jersey number selection form must be completed, Jersey numbers will be assigned by PMHA based on availability at the time of purchase
- b) Jerseys can be used for more than 1 season provided there are no duplicate numbers. In the case of a duplicate number in a division it will be the responsibility for the minor aged member to purchase a new home and away jersey
- c) Socks will be provided by the association. All players are to wear the PMHA approved socks for games (no exceptions) Members can purchase extra socks if needed
- d) Team jerseys purchased from the Association are recognized as the official jersey and will be worn for all sanctioned games, including tournaments under the OMHA banner. Further, special permission must be obtained by the team in writing from the executive should they desire to wear a jersey other than those supplied by the Association. Any additional jersey must meet all OMHA apparel requirements (Stop sign emblem on the back) and bear the team's official sponsor in an appropriate and visible location on the jersey (if applicable)

### **5 TEAM COMPOSITION & PLAYER MOVEMENT**

#### 5.1 Team Composition

- a) The number of teams and team size will be directly reflected by the amount of registrants.
- b) If in the opinion of a majority of the Executive, a minimum or maximum roster will be set for a Rep/AE team so as to not adversely affect the rest of the teams in the grouping, they will do so and inform the affected coach before tryouts commence. The affected team will not be allowed to operate below this minimum roster without approval of the majority of the Executive. The number of teams and sizes will be determined by the PMHA executive each season.

#### 5.2 Rep/Local League Player Movement

- a) Player's movement must require Convener/Parental/Player/Coach consultation and is given final approval by the PMHA Executive.
- b) No movement will take place after December 30<sup>th</sup> of the current year.
- c) Players currently in transfer from other associations may not participate in PMHA activities until their transfer and registration is complete unless approved by the president

### 5.3 Underage Players

- a) All underage players wishing to play at a higher level must complete the form located in the appendix. The executive will determine if the player will be eligible to play at the higher level.
- b) Any player wishing to try out for a team above his/her proper age group is eligible to try out for the first entry team only. If he/she fails to make that team, he/she must return to his/her proper age grouping.

### 5.4 Affiliated Players

- a) The coach or team manager is responsible for completing their teams AP list. The coach or manager must complete the OMHA AP form located on the OMHA website and submit the form to the PMHA registrar and PMHA OMHA delegate. There will be a limit of two submissions of lists per season and the final list must be received by December 20 of the current season. Once the form is submitted the player is not eligible until the coach or manager receives approval from the registrar. Each team is allowed a maximum of 19 AP players.
- b) AP players can be used:
  - a. when a regular player is sick or injured.
  - b. when a player is away.
  - c. when a player is serving a suspension
- c) AP players are not to be used.
  - a. To replace an active player.
  - b. To sit a player or reduce a player's ice time.
  - c. exceptions can be made with Executive approval
- d) There is no limit for the amount of games a player from a lower level local league team or division may play for a higher level local league team or division they are AP to. The team the player is being AP to may not bring the amount of local league skaters to greater than 12.
- e) AE players that are AP to a rep team may play as many games as necessary for the higher level team until January 10 of the current season. After January 10 of the current season the AP player may only play a maximum of 5 regular season games for the higher level team. There is no limit for playoff games. Refer to OMHA Manual Regulations-Section 7.3.
- f) Procedures for using AP players.
  - i. the player must be approved as an AP to the higher level team.
  - ii. the coach or manager from the higher level team must contact the coach from the team that the player is being AP from to request permission to play.
  - iii. The coach requesting the AP player must contact the parents or guardian of the AP player to obtain permission.

- iv. the coach from the higher level team must request permission from the AP player.
- v. Both coaches must notify the respective division convenor the name of the player and the game or games the player will be participating in.
- vi. AP players are to be marked on the game sheet with AP beside their name.
- vii. Coaches must Affiliate a minimum of 3 skaters & 1 goalie for each season.

#### 5.5 Allowing Affiliated Players to Play For Their Affiliate Team

- a) AP players must fulfill their obligations for games and practices to their own team before playing for the team that they are affiliated with. Exceptions may be made for goaltenders covering games
- b) When there are no conflicts with games or practices a player should be allowed to play for their affiliated team.
- c) Disputes between the coaches regarding AP players will be resolved by the division convenor or the executive if necessary.
- d) Players are allowed to practice with their affiliated team pending there are no conflicts and are invited by their affiliated coach.
- e) Players being asked to AP outside of PMHA must have written approval from their rostered coach within PMHA and the coach from the team above within PMHA they could be AP to and the PMHA executive.

#### 5.6 Player Tryouts - Representative & AE

- a) The Rep/AE tryout agreement must be completed before the player's first try out.
- b) Players will be guaranteed 2 try out skates.
- c) Rep/AE cuts may happen after the 2nd skate. They must happen at or before the next round of tryouts.
- d) Players are expected to be at all tryout skates (if a player cannot attend for any reason, the coach and divisional Convenor MUST be informed prior to the try out).
- e) Coaches may not select team officials until team composition is completed. (An exception will be made if a team official has no child affiliated with the team).
- f) Players must try out for Rep to qualify for AE teams (the exception to this rule would be if an AE team is added to the association after the first Rep tryouts).
- g) A player or parent cannot ask to be released from any Rep team without executive approval.
- h) If any player or parent does request to be released from Rep without executive approval, he/she may be removed from AE and placed in Local League.
- i) Tryout fees will be set by the executive and must be paid in full, prior to the player's first skate.
- j) No refunds will be issued after the player's first skate.
- k) Coaches releasing players will release players in one of the following ways.
  - i) By way of a letter handed to the player post tryout.
  - ii) Using the player tryout list on the PMHA website

- iii) In person face to face in a designated room.
- iv) Coaches releasing players are asked to take into consideration the player's privacy and personal feelings
- l) Coaches are not to advertise spaces remaining on the team or positions still available.
- m) Coaches are not to release players through the use of emails or texting.

#### 5.7 Player Evaluations-Local League

- a) Any player that does not tryout for rep or is unsuccessful at Rep and AE (if applicable) tryouts will have the opportunity to attend the Local League skate.
- b) Any placement requests must be done through the divisional Convenor, not the coach. Player requests must be made by both families. There will be no "stacking" of player requests
- c) Placement requests will be reviewed, however requests are not guaranteed.

#### 5.8 AAA & NRP (Non Resident Passport) Tryouts & Forms

- a) Any player interested in trying out for AAA is eligible with a permission to skate form, please contact the current President or Secretary to obtain proper documentation.
- b) NRP (Non Resident Passport) will be made available to all PMHA players if the following conditions are met:
  - i. Players must play U13 to U18 (U11 aged players are not eligible).
  - ii. Player is in good standing with PMHA.
  - iii. Before an NRP (Non Resident Passport) form can be completed, the player requesting the form must first register with PMHA for the upcoming season. PMHA is not required to hold a place for unregistered kids wishing to tryout in a different centre
  - iv. Any player trying out with an NRP will be eligible to try out with PMHA for rep and AE (if applicable) if unsuccessful at the A/AA level.

#### 5.9 Players being released from tryouts

Coaches releasing players will release players in one of the following ways:

- a) By way of letter handed to the player post tryout

By way of player tryout list on the PMHA website

- b) In person face to face in a designated room.

## 6 CONDUCT AND DISCIPLINE

### 6.1 Complaints and Sanctions

- a) Complaints or questions regarding the operation of the Association must be submitted, **in writing**. This can be done on the website using the Incident Reporting Form
- b) Written complaints and questions received shall be included in the agenda of the next meeting of the Executive.
- c) Complaints/questions should be submitted at least one week prior to the Executive



- Meeting to allow sufficient time for a full investigation before the meeting.
- d) Upon receipt of a complaint, the President may appoint a Fact Finding Committee to investigate the complaint and present recommendations to the Executive. For issues of a serious nature, the President may call a Special Meeting of the Executive to ensure prompt resolution.
  - e) Discussions of complaints of a sensitive or personal nature at an Executive Meeting will not be open to the general membership and shall be kept confidential.
  - f) All complaints shall receive a written reply.
  - g) Email communication be considered an "official document" as long as the following criteria are met:
    - i. The email is signed electronically (legal first and last name), dated and includes a contact number for the individual sending the communication
    - ii. The email must be sent from a valid and identifiable account (ie - I.P. blockers not used to protect the integrity of where the email was sent from)
    - iii. The electronic communication is to be printed and kept as a hard copy with the minutes of the meeting in which the matter arose.

## 6.2 Speak Out Policy

- a) Team Meetings - Each coach will have at least two team meetings with his team to explain Ice time, discipline, Team Rules etc.
- b) Twenty-Four Hour Cool Down Rule
- c) Confidentiality
- d) Unsupervised Dressing Rooms - All players under 18 years of age shall be supervised at all times.
- e) Female Dressing Room Policy
  - a. a female dressing room shall be supplied for all games and practices.
  - b. if a dressing room is not supplied it is the responsibility of the coach to request one from the arena staff.
- f) Shower Room Policy - Team staff, executives and referees shall not shower with players of any team. A lone person should not be in the dressing room with players while they are showering or changing; two adults should be present together. Participants from competing teams or of vastly different age groups should never shower together.

## 6.3 Alcohol

- a) The use of alcohol before or during any team event is not permitted for all participants and spectators.
- b) This includes consumption of alcohol in dressing rooms or any location on the facilities property.
- c) If found violation of any of the above the matter will be forwarded to the PMHA disciplinary committee.

## **7 COACHES, MANAGERS, TRAINERS**

### **7.1 Selection of Team Coaches**

- a) Application for coaching positions will be advertised for the upcoming season.
- b) A Coaches Selection Committee will be formed in June to select rep and ae coaches. The committee will consist of an Executive member elected from the executive and three community members with extensive hockey/coaching knowledge. The Selection Committee members will be excluded from applying for a head coach position.
- c) The Coach Selection Committee shall:
  - i. Set a coaching selection criteria
  - ii. Convene meetings to select coaches for the respective representative and additional entry teams.
  - iii. Make recommendations for Executive approval on the appointment of
  - iv. Coaches for the respective teams
  - v. Appointments are to be made as early as possible.
- d) All PMHA team coaches and assistant coaches must be certified in accordance with the OMHA Manual of Operations. (see section 15)
- e) A person may not be the head coach of a Rep or AE Hockey team, Novice and up, for the majority of players for more than two (2) consecutive years, unless no other suitable applicants are available as deemed by the Paris Minor Hockey Association Executive.
- f) Local league coaches will be selected by the PMHA executive.

### **7.2 Selection of Trainers**

- a) Trainers for teams shall hold a valid HTCP certificate and be approved by P.M.H.A.

### **7.3 Responsibilities of Team Officials**

- a) Team officials are accountable to the Executive for their conduct and that of their players, before, during and after games and practices. They are expected to set a good example in conduct, language, dress and sportsmanship.
- b) Team officials shall become familiar with and enforce all rules, regulations and procedures of the P.M.H.A., and OMHA.
- c) The Head coach of the team is responsible for forwarding a copy of the "Canadian Hockey injury Report" and the approval of "Returning to Play" to the respective Convenor and to the OMHA.
- d) All team officials require a police check (VSC) prior to expiry as listed on their HCR profile.
- e) All team officials must attend and pass the Respect in Sport course provided by the OMHA.
- f) All coaching staff must obtain the required qualifications from the OMHA for their position and age group they are working within.
- g) See appendix for coaching qualifications.

#### 7.4 Responsibilities of a Head Coach

- a) Be responsible for choosing team coaching staff and presenting a staff list to the PMHA executive for approval. (form located in section 15)
- b) Be responsible for organizing effective team practices. Make practices appropriate for the age division you are coaching.
- c) Make yourself familiar with PMHA and OMHA rules and manual of operations.
- d) Communicate with your division convenor regarding any questions or concerns.
- e) Set a good example to your fellow coaches, players and parents.
- f) Set seasonal goals and expectations for your team.
- g) Be respectful of referees and handle yourself in a professional manner.
- h) Communicate with your team and their parents on a regular basis.
- i) Obtain two parent representatives for your team.
- j) Ensure all on ice practices have proper supervision. All practices and games must have a minimum of 2 of the coaching staff members present. Ensure a trainer's kit is available for all on ice activities.
- k) Attend PMHA executive meetings as required
- l) Appoint an assistant coach to your responsibilities in your absence.
- m) Coaches are responsible to have any funds borrowed from the association (PMHA) paid back by December 30 of the current season, unless other arrangements are made and approved by the President

#### 7.5 Responsibilities of a Manager

- a) Assist the coaching staff as needed.
- b) Be responsible for organizing team meetings.
- c) Making yourself familiar with PMHA and OMHA rules and manual of operations.
- d) Communicate with your division convenor regarding any questions or concerns.
- e) Set a good example to your fellow coaches, players and parents.
- f) Be respectful of referees and handle yourself in a professional manner.
- g) Communicate with your team and their parents on a regular basis.
- h) Attend PMHA executive meetings as required

#### 7.6 Responsibilities of an Assistant Coach

- a) Assist the head coach as needed.
- b) Making yourself familiar with PMHA and OMHA rules and manual of operations.

- c) Communicate with your division convenor regarding any questions or concerns.

- d) Set a good example to your fellow coaches, players and parents.
- e) Be respectful of referees and handle yourself in a professional manner.
- f) Ensure all on ice practices have proper supervision. All practices and games must have a minimum of 2 of the coaching staff members present. Ensure a trainer's kit is available for all on ice activities.
- g) Attend PMHA executive meetings as required

#### 7.7 Responsibilities of a Trainer

- a) Assist the head coach as needed.
- b) Set up your Emergency Action Plan (EAP) with the coaches and parent volunteers.
- c) Practice and make everyone aware of the EAP and how it works.
- d) Attend to injured players as needed.
- e) Perform regular equipment checks for proper fit and damaged equipment according to the OMHA guidelines
- f) Making yourself familiar with PMHA and OMHA rules and manual of operations.
- g) Communicate with your division convenor regarding any questions or concerns.
- h) Set a good example to your fellow coaches, players and parents.
- i) Be respectful of referees and handle yourself in a professional manner.
- j) Ensure all on ice practices have proper supervision. All practices and games must have a minimum of 2 of the coaching staff members present. Ensure a trainer's kit is available for all on ice activities. Complete all player health profiles and keep with the trainer's kit.
- k) Attend PMHA executive meetings as required

#### 7.8 Team Budget

- a) Team officials are to create a team budget for their team.
- b) Team officials will present their budget to the parents for approval.
- c) Team officials will present their budget to the PMHA executive for approval.
- d) The team will appoint two individuals from the team to handle all team finances. The appointed individuals will provide at least one year end statement to the team. The team's financial statement must be made available upon request to the team and PMHA executive.

#### 7.9 Communication

- a) Team parents are not to approach the coaching staff in a negative way prior or immediately after a game or practice. There will be a 24 hour cooling off period before addressing the coaching staff.

- b) Parents are asked to communicate problems or concerns with the parent representatives as a first step when problems or concerns arise.
- c) Parent representatives are asked to convey all problems or concerns to the coaching staff.
- d) If problems or concerns are not able to be solved within the teams themselves the coaching staff and parent representatives are asked to consult the division convenor.

#### 7.10 Pre Season Skates

- a) All age division's pre-season skate ice times will need to be approved and booked through PMHA. There will be a maximum of 4 skates per age division.
- b) All preseason skates must be made available to all current registrants in the division.
- c) There will be a maximum of 32 skaters and 4 goalies for each skate based on a first come first serve basis.
- d) Pre-season skates must be run by a registered coach of PMHA with a minimum of 2 coaches on the ice. A registered trainer with PMHA must be in attendance of all skates.
- e) The individual running the skate will be responsible for reimbursing PMHA for the cost of the ice time.

#### 7.11 Outside Instructors

- a) The use of outside instructors will require the approval of PMHA.
- b) Outside instructors must follow the rules of PMHA and the OMHA. Team will be responsible for all costs related to outside instructors

### 8 OFFICIALS

#### 8.1 Time Keepers

- a) P.M.H.A. will pay 2 timekeepers for all Rep/AE games and LL games in the U11 to U18 division; and will pay 1 or 2 timekeeper(s) in the U9 division with remuneration to be reviewed yearly.
- b) All Timekeepers should be active registered members of the association and volunteer at PMHA tournaments for timekeeping.
- c) Timekeepers should be a minimum of 2nd year U13 division (exceptions can be made by the executive committee)

### 9 SUBSIDIZATION

#### 9.1 Courses

- a) P.M.H.A. will reimburse a maximum of 80% per successful completion of all required OMHA courses for coaches & trainers (excluding respect in Sport or Speak Out) taken within the current season.
- b) PMHA will reimburse Referee coaching fees to a maximum of 80% upon completion of officiating 10 PMHA home games, to be determined by the referee and chief of PMHA.

## 9.2 Police Record Checks

- a) All bench staff including Coaches, Trainers, Assistant Coaches/ Trainers and managers require Police Checks to be performed yearly. Applications are required to be signed and sealed by the corporation.
- b) Police checks will be distributed by the President or Secretary to Head Coaches and will be returned to the President by the Head Coaches.

## 10 FUNDRAISING

### 10.1 Team

- a) Each team may fundraise but are limited to a maximum of two per season.
- b) Approval by P.M.H.A. executive is required prior to fundraising moving forward. (form located in section 15)
- c) Any funds obtained without approval from P.M.H.A. executive will be submitted to the association.

### 10.2 Association

- a) Association fundraising will be determined on a yearly basis by the executive.

## 11 SPONSORSHIP

### 11.1 Wineries, Brewers, Tobacco, Cannabis

- a) Sponsorships will not be accepted from Wineries, Brewers, Tobacco, Cannabis or Gaming facilities.

### 11.2 Team Sponsorship

- a) Team sponsorship will be obtained through the director of sponsorship

## 12 GAMES, PLAYOFFS, TOURNAMENTS, EXHIBITION GUIDELINES

### 12.1 Games

- a) All Southern Counties games U9 Rep/AE through U18 Rep/AE inclusive, must be a minimum of 10-10-15 stop time periods. A curfew game time must appear on the game sheet prior to its signing by the team officials, and must be initiated by a team official from each team. A complete game sheet shall consist of 3 periods and a minimum of 30 minute stop time play and curfew can only be invoked in the 3<sup>rd</sup> period.
- b) There is no curfew in Southern Counties play-off round robin, semi-final or championship games and this also applies to OMHA playoffs.
- c) Intertown Local League games must be a minimum of 10-10-10. All regular season Intertown games may be curfewed
- d) Any games canceled by the team, will result in all associated fees being passed on to the team due to the cancelation (ice rental, ref fees, timekeeper)

### 12.2 Tournaments

- a) All Rep/AE teams must notify the PMHA Southern Counties Rep. and ice convener

immediately upon acceptance to a tournament in order to accommodate scheduling



conflicts. All Local League teams must notify our Intertown LL convener and ice convener upon acceptance to a tournament.

- b) All teams entering tournaments must give 2 weeks' notice to the registrar before obtaining their approved team roster.
- c) All teams must notify the ice convener when entering tournaments to accommodate scheduling conflicts.
- d) If entering a tournament outside of the OMHA organization a travel permit is required. Permits are available on the OMHA website and must be signed by the Paris Minor Hockey's OMHA association contact. Also be aware there is a fee that must accompany the form that is your team's responsibility.
- e) All PMHA teams are expected to enter PMHA organized tournaments before entering other association's tournaments.

12.3 Association Tournaments All PMHA teams are required to attend PMHA tournament, The executive has the right to review any requests to not attend based on special circumstances

#### 12.4 Exhibitions Games

- a) PMHA will cover the costs for 2 home exhibition games per team for the current season. If a team would like to have more than 2 exhibition games, the team must pay the costs associated with the game including officials, timekeepers and ice cost. Your team's practice time may be utilized for exhibition games.
- b) All exhibition Games outside the OHF organization require a travel permit. Permits are available on the OMHA website and must be signed by the Paris Minor Hockey's OMHA association contact. Also be aware there is a fee that must accompany the form that is your team's responsibility.

### 13 INSURANCE

#### 13.1 On-Ice Volunteer

- a) Coaches are to submit On-Ice Volunteer Insurance form (See section 15) to PMHA Registrar by no later than November 1 of the current season. On ice volunteers are not permitted to participate until they are insured.
- b) Mandatory Equipment requirements can be found in OMHA Memorandum, dated September 30, 2009. (See Appendix for Memorandum)

#### 13.2 Insurance-General

- a) The County of Brant, the P.M.H.A. and its agents, undertake no responsibility for player injuries or any other liabilities whatsoever. This shall be stated on all player registration forms.
- b) The insurance program described by the OMHA Manual of Operations shall cover all players and officials of the P.M.H.A.

## 14 DIRECTORS & CONVENORS

14.1 PMHA Executive may consist of the following positions:

- a) Past president (if applicable)
- b) President (\*)**
- c) Vice President
- d) Executive Treasurer (\*)**
- e) Secretary (\*)**
- f) Ice Convener
- g) Referee In Chief
- h) Division Conveners
- i) Registrar**

**(\*) indicates mandatory positions**

Depending on the size of the executive multiple roles may be assumed by the members with the exception of the president, treasurer and secretary.

14.2 Duties of a Convener

- a) Duties of a convener are as follows.
  - a. Receive a list from the registrar of all the players and their contact information for the division which you are convener of. Ensure all mass email recipients are BCC copied.
  - b. Contact all players in your division with representative team tryout dates and local league skate times.
  - c. Make sure rep coach has a list of the players for tryouts
  - d. Make sure local league coaches have a list of players for team selection
  - e. Attend rep tryouts confirming attendance.
  - f. Attend local league skates and organize on ice help.
  - g. Organize local league team selection
  - h. Confirm with local league coaches that they feel the teams are fair and have them initial roster.
  - i. Provide registrar with team roster including coaching staff.
  - j. Provide contact information of the players to the coaches
  - k. Assist coaches with questions and concerns
  - l. Familiarize yourself with PMHA and OMHA rules
  - m. Assist in teams resolving conflict and concerns
  - n. Act as correspondent between the coaches and the PMHA executive
  - o. Attend PMHA executive meetings as required.

## 15 APPENDIX

15.1 Forms

**Appendix**  
**Policy**  
**2015-2016**

PARIS MINOR HOCKEY ASSOCIATION  
P.O. BOX 333  
PARIS, ONTARIO  
N3L 2G3

**PMHA REFUND FORM REQUEST**

**DATE**

**PLAYER NAME:**

**ADDRESS :**

**CITY : POSTAL CODE :**

**REASON FOR REFUND :** ( please check one)

**MEDICAL**

☐

**MOVED**

☐

**OTHER**

☐

**OTHER :** ( please explain )

( Please attach any additional information you may find helpful. )

---

**PMHA USE ONLY :**

**AMOUNT PAID :** \$

**PRO-RATED :** YES NO

**ADMINISTRATION FEE:** \$ 30.00

**LESS : PRO - RATED** \$

**TOTAL REFUND** \$

**APPROVED:** YES NO

**Appendix**  
POLICY 2015-16

**PMHA PLAYER REQUEST**  
**TO MOVE UP - UNDERAGE PLAYERS**

Pursuant to rule 5.2 section (a) of the General Rules

\_\_\_\_\_

wish to have my son/daughter

(Players name - please print)

Considered for upward movement, to the division mentioned  
herein,

(eg Pee wee - please print)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

(Registrars name - please print)

(Signature of Registrar)

(Dated received)

## Appendix



### TEAM OFFICIAL QUALIFICATION REQUIREMENTS

2022-2023

- All qualifications listed are the **MINIMUM REQUIREMENT**
- All Team Officials (Coach, Trainer, & Manager) require Respect in Sport (RiS) - Activity Leader or Speak Out
- All Team Officials (Coach, Trainer, & Manager) require Gender Identity & Expression Course
- All Team Officials must complete Rowan's Law Resource Review & Acknowledgement
- All qualifications must be registered in the Hockey Canada Registry (HCR)

DIVISION	CATEGORY	HEAD COACH	ASSISTANT COACH	TRAINER
U7 U8 U9	ALL	Coach 1- Intro to Coach <sup>1</sup>	Coach 1- Intro to Coach <sup>1</sup>	HTCP Level 1
U10   U11	Representative	Coach 2-Coach Level Certified <sup>3</sup>	Coach 2-Coach Level Trained <sup>2</sup>	HTCP Level 1
U10 - U21	House League (HL) Local League (LL) Minor Development (MD) Select	Coach 2-Coach Level Trained <sup>2</sup>	Coach 2-Coach Level Trained <sup>2</sup>	HTCP Level 1
U12   U13 U14   U15 U16   U18 U21	Representative (Below A)	Development 1 Certified <sup>5</sup>	Development 1 Trained <sup>4</sup>	HTCP Level 1
U12   U13 U21	AAA/AA/A	Development 1 Certified <sup>5</sup>	Development 1 Trained <sup>4</sup>	HTCP Level 1
U14   U15 U16   U18	AA/A	Development 1 Certified <sup>5</sup>	Development 1 Trained <sup>4</sup>	HTCP Level 1
U14   U15 U16   U18	AAA	High Performance 1 Certified <sup>6</sup>	Development 1 Trained <sup>4</sup>	HTCP Level 1

#### COACHING QUALIFICATION LEGEND:

1. Coaches in divisions **U9** and Below **must** hold Coach 1-Intro to Coach - **No other qualifications are accepted**
2. Coach 2-Coach Level 'Trained' or higher: Coach 2-Coach Level 'Trained' or 'Certified'; Development 1 'Trained' or 'Certified'; High Performance 1 & 2 'Trained' or 'Certified'
3. Coach 2-Coach Level 'Certified' or higher: Coach 2-Coach Level 'Certified'; Development 1 'Trained' or 'Certified'; High Performance 1 & 2 'Trained' or 'Certified'
4. Development 1 'Trained' or higher: Development 1 'Trained' or 'Certified' or; High Performance 1 & 2 'Trained' or 'Certified'
5. Development 1 'Certified' or higher: Development 1 'Certified' or; High Performance 1 & 2 'Trained' or 'Certified'
6. High Performance 1 'Certified' or higher: High Performance 2 'Certified'

#### ADDITIONAL NOTES:

##### HOUSE LEAGUE (HL):

- Assistant Coaches at House League require Respect in Sport (RiS)-Activity Leader or Speak Out! and Gender Identity and Expression Course Only. However, they would require the appropriate qualification listed in chart above for participation with teams from outside their House League (i.e. exhibition and/or tournament play).
- In addition, if the Head Coach were not available to start a House League game, an appropriately NCCP qualified Coach would be required to act as the Head Coach.

**Appendix**  
**Policy 2015-16**

PARIS MINOR HOCKEY ASSOCIATION

**PMHA FUNDRAISING APPROVAL REQUEST**

**DATE:**

**TEAM:**

**NAME:**

(Team Manager or Coach)

(Signature of Manager or Coach)

**DESCRIPTION OF FUNDRAISER:** (Include beginning and ending dates )

**REASON FOR FUNDRAISING:** (please

**TOURNAMENT**

☐

**APPAR**

☐

**OTH**

☐

**OTHER:** (please explain)

**FUNDRAISING PARTICIPATION:**

(please check one)

**MANDATORY**

☐

**OPTIONAL**

☐

(Please attach any additional information you may find helpful )

**PMHA USE ONLY:**

**APPROVED**

☐

**DECLINED**

☐

**Appendix**  
**Policy 2015-16**

**PARIS MINOR HOCKEY ASSOCIATION**

**PMHA LOGO USE OR APPAREL APPROVAL REQUEST**

**DATE:**

**TEAM :**

**NAME:**

(Team Manager or Coach)

(Signature of Manager or Coach)

**BRIEF DESCRIPTION OF APPAREL:**

**SUBMITTED:**

**WILL PMHA LOGO BE USED:**

☐

**NO**

☐

**REASON FOR APPAREL:** (please check)

**PERSONAL**

☐

**RESALE -FUNDRAISER**

(Must complete Fundraiser approval)

☐

**OTHER**

☐

**OTHER:** (please explain)

**PMHA USE ONLY:**

**APPROVED**

☐

**DECLINED**

☐

**Appendix**  
**Policy 2015-16**

**PARIS MINOR HOCKEY ASSOCIATION**

**PMHA COACHING STAFF APPROVAL REQUEST**

**PAGE 1 OF 2**

**DATE:**

**TEAM:**

**HEAD COACH NAME:**

**DATE OF BIRTH** (mm/dd/yy):                    /                    /                    **PHONE:**

**ADDRESS** (including postal code):

-----

**ASSIST. COACH NAME:**

**DATE OF BIRTH** (mm/dd/yy):                    /                    /                    **PHONE:**

**ADDRESS** (including postal code):

-----

**ASSIST. COACH NAME:**

**DATE OF BIRTH** (mm/dd/yy):                    /                    /                    **PHONE:**

**ADDRESS** (including postal code):

-----

**TRAINER:**

**DATE OF BIRTH** (mm/dd/yy):                    /                    /                    **PHONE:**

**ADDRESS** (including postal code):

**EMAIL:**



**Appendix**  
**Policy 2015-16**

PARIS MINOR HOCKEY ASSOCIATION

**PMHA COACHING STAFF APPROVAL REQUEST**

**PAGE 2 OF 2**

ASSIST.

TRAINER: DATE

OF BIRTH (mm/dd/yy):                      /                      /                      PHONE: ADDRESS (including  
postal code):

EMAIL:

MANAGER:

DATE OF BIRTH (mm/dd/yy):                      /                      /                      PHONE:  
ADDRESS (including postal code):

EMAIL:

**YOUR TEAM COACHING STAFF MAY CONSIST OF A MINIMUM OF 3, OR A  
MAXIMUM OF 5 BENCH STAFF INCLUDING THE MANDATORY COACH,  
TRAINER AND MANAGER.**

**PMHA USE ONLY:**

**APPROVED**

☐

(Presidents name - please print)

(Signature of President)