

TOROS HOCKEY ASSOCIATION



RULES OF OPERATION

Toros Rules of Operation

These Rules of Operation are intended to set out the current policies of the Toros Hockey Association which will be applicable to the Teams, Team Officials, players and parents/guardians throughout the hockey season.

It is the responsibility of each Player, Parent/Guardian & Team Official to learn the Toros' Rules of Operation. All the Rules of Operation are expected to be adhered to at all times. Failure to do so may result in a suspension or termination as determined by the Toros Board of Directors in its sole and absolute discretion.

Parents/Guardians are encouraged to review section ***5-Player's Code of Conduct and Responsibility*** with their child to ensure a positive hockey experience.

These rules are not exhaustive, and the Toros Hockey Association reserves the right, in its sole and absolute discretion, to make such changes and additions from time to time as it deems appropriate.

Notice of any changes and/or additions will be given to Team Officials and, when appropriate, directly to the parents/guardians on a timely basis.

Any situation(s) not covered by these Rules of Operation will be addressed by the appropriate GTHL policy and GTHL Rule Book.

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1 Governance and Scope

1.1 Incorporation

The York Toros Hockey Association (“Toros”, “Toros Hockey Association”) is incorporated as a not-for-profit, non-share capital corporation and operates under these Rules of Operation as well as the rules of the Greater Toronto Hockey League (GTHL).

1.2 Mission Statement

To provide an atmosphere where young people can improve their hockey skills, help promote community involvement and the values of good sportsmanship.

2 Club Officials and Responsibilities

2.1 Responsibilities of Executive & Directors

2.1.1 President

The duties of the President shall be to determine the strategic direction of the Toros, preside over all Executive meetings and to supervise the affairs and operations of the Toros.

2.1.2 Vice President

The duties of the Vice President shall be to assist the President in achieving the Toros strategic plan.

2.1.3 General Manager

The duties of the General Manager (“GM”) will be that of the day-to-day running of the hockey operations on behalf of the Toros. The GM shall make themselves available to all parents/guardians, players and Team officials and become involved in all matters and issues as they relate to the care and function of the Toros Hockey Association.

2.1.4 Secretary/Treasurer

The duties of the Secretary/Treasurer will be to attend all Executive meetings to record all facts and minutes. In their role as the Treasurer their duties shall be to keep full and accurate accounts of all receipts and disbursements.

2.1.5 Directors

The director who are appointed by the Executive, will assist in the operation of the Toros as directed by the Executives. Directors shall receive no remuneration for acting as such other than their legitimate expenses incurred in the fulfillment of their duties. The maximum number of appointed Directors shall be five. (5)

2.2 Teams Registered within the GTHL

The Toros unless otherwise decided by the Toros’ Executive or the GTHL will register teams in the AA division of the GTHL. These teams will include Minor Atom, Atom, Minor Peewee, Peewee, Minor Bantam, Bantam, Minor Midget, Midget Jr & Midget Sr as approved by the GTHL.

2.3 Toros Registration Fee

Toros Registration fee for the **2019/2020 is \$1,600** per player. Registration fees cover the cost of one and one half hours (1.5hrs) of practice ice per week for a maximum of 24 weeks (October through March), GTHL team registration fee & Hockey Canada insurance, home and away Jerseys & socks, hockey pants, practice jersey & socks, team jacket, equipment bag and individual & team pictures.

Over and above the Toros registration fee, individual teams are responsible to fully cover the following expenses; GTHL games sheets, additional practice ice, tournaments, additional player apparel (track suits, warmup apparel, etc.), individual instruction (i.e. power skating), supplies (pucks, first aid, etc) and any other team related expenses. This is not an exhaustive list of additional expenses that can be incurred by a team. Individual team budgets outlining these costs will be prepared by each team's Head Coach and shared with all parents/guardians prior to signing with the Toros.

2.3.1 Payment of Toros Registration Fees

Payment of the Toros registration fees is to be made by credit card through the Hockey Canada Registry site. Payment shall be made as follows: **\$800.00 upon signing of the player card** and one post-dated credit card payment for the balance of **\$800 dated June 1**, of the current season. **No player will have his card registered to play until these fees have been paid in full. TOROS REGISTRATION FEE IS NON-REFUNDABLE.**

2.3.2 Equipment provided by the Toros and Equipment Return Policy

All equipment provided by the Toros as described in section 2.3 *Toros Registration Fee* must be used by the player, unless a suitable explanation is provided to the Toros GM in writing, prior to its use.

Any team found using non approved equipment or apparel will result in sanctions against the team as determined by the Toros Executive. Sanctions can include and are not limited to financial costs to replace/rectify the issue or suspension of the head coach as determined by the Toros Executive.

Each player must provide their own CSA approved red helmet and facemask as well as their own navy hockey gloves. (Gloves style number to be determined by the Toros)

Players must replace socks with excessive holes. Any jersey's that are torn, excessively damaged, lost or stolen must be replaced at the player's expense.

All team jerseys, socks, pants and team apparel/equipment are to be kept clean and in good repair. Failure to do so may result in a one game suspension. Continued infractions may result in further suspensions or release from the team as determined by the Toros Executive.

All equipment provided by the Toros as described in section 2.3 *Toros Registration Fee* is custom fit and crested, **therefore the equipment cannot be returned for refund.**

2.4 Dress Code

2.4.1 Nature of Dress Code

The dress code outlines the standard of dress to which players and coaches are expected to adhere to while representing the Toros in all league, playoff, tournament, exhibition games and team functions. Dress codes set a positive image for the Toros. All team jerseys, socks, pants and team apparel are to be kept clean and in good repair. Failure to adhere to the dress code may result in a one game suspension. Continued dress code infractions may result in further suspensions or release from the team.

Each team may set their own dress code in keeping with the Toros general policy and is subject to approval by the Toros.

2.4.2 Player Dress Code

Players are to abide by the dress code as set by the team and approved by the Toros. Failure to adhere to the dress code may result in a one game suspension. Continued dress code infractions may result in further suspensions or release from the team.

2.4.3 Coaches Dress Code

Coaches shall follow a dress code that is at least equal to or higher than the player dress code. All bench staff must wear the team jacket provided by the Toros. No other team jackets will be permitted on the bench. Failure to adhere to the dress code may result in a one game suspension. Continued dress code infractions may result in further suspensions or release from the team.

2.4.4 Trainers Dress Code

All trainers shall be dressed as per the Coaches dress code or in a Toros Tracksuit. All trainers must wear suitable footwear that will make it safe to walk on the ice surface. All trainers must maintain a complete trainers kit as prescribed by the trainer's certification course.

2.5 Affiliated Players

The Toros' philosophy is that when a player joins a Toros team that they in fact are joining the Toros Hockey Association and not just an individual team. We encourage players to practice with their affiliated team where requested or appropriate.

The following teams are affiliated to each other: Minor Atom to Atom; Atom to Minor Peewee; Minor Peewee to Peewee; Peewee to Minor Bantam; Minor Bantam to Bantam; Bantam to Minor Midget; and Minor Midget to Midget.

Team affiliations will vary depending on the teams approved by the GTHL each season. Contact the GM to determine your appropriate affiliate team.

2.5.1 Affiliation with Faustina Hockey

The Toros and Faustina have entered into an affiliation agreement that will allow the Toros to use affiliated players from the Faustina Select program(s). Contact the Toros GM to determine your appropriate affiliate team.

We encourage the Toros teams that have Faustina affiliate teams to invite Faustina players to practices and games where appropriate.

2.5.2 Use of Affiliated Players

It is the responsibility of the Head Coach to be familiar with GTHL rule [6.11 – Limit of Ten Games](#) (*Hyper link to GTHL Policy*) and [6.12 – Designation of Affiliated Players on Game Sheet](#). (*Hyper link to GTHL Policy*)

2.5.3 Coaches' Procedure concerning use of Affiliate Players

The affiliated team requesting the use of a player or players shall contact the GM to request the use of such players. Affiliated players are to be used to fill in for sick, injured or suspended players. Affiliate players are not to be used when a team has a full roster on the bench. The GM will contact the Head Coach of the appropriate affiliate Team and request that he direct the requested player or players to report to play or practice with their affiliated team. However, if the Head Coach of the Team below can provide a compelling reason as to why the requested player or players should not be called up, replacement players will be sent.

We encourage coaches to utilize the Affiliated player in a game as best as possible. Calling up a player to sit on the bench and not participate in the game is counter productive and doesn't build a good relationship with the Affiliate team.

2.6 Complaint Procedure

2.6.1 Complaints against a Team

24 Hour Rule

To avoid emotional or angry outbursts and behaviours at either games or practices the 24-hour rule will be in force for all players, parents/guardians, and team officials.

After at least 24 hours have passed since the incident the player, parent or guardian may send a written complaint setting out the issue(s) and arguments in reasonable detail to the Team Manager. The Team Manager will address the issue(s) with the appropriate team official and respond back to the complainant in writing with the proposed resolution.

If the complaint cannot be resolved to the mutual satisfaction of all parties, the written complaint and proposed resolution is to be sent to the Toros GM. Upon receipt of the written complaint the Toros' President or GM shall conduct a hearing into the matter within 5 business days of receipt of the complaint. The President or GM's decision shall be final and binding upon all concerned parties.

2.6.2 Complaints against the Toros Hockey Association

Complaints made against the Toros Hockey Association are to be made in writing setting out the issue(s) and arguments in reasonable detail and must be sent by email to the Toros' President.

Any complaint received by the Toros President against the Toros Hockey Association, its Executive or Directors is to be discussed with the Board of Directors within 7 business days. All complaints deemed not to require a face-to-face meeting will receive a minimum of a written reply within 72 hours after the meeting with the Board of Directors. However, upon review of the complaint, the Board may choose to facilitate a face-to-face meeting with all parties concerned, where possible, within five (5) days of official receipt of such complaint. Within 72 hours of the face-to-face meeting, the Board will provide in writing their decision and such decision shall be delivered by email.

2.6.3 Dispute Resolution

The following process shall apply in the event the Toros are requested to resolve a dispute or complaint between a player, parent/guardian or coaching staff which could not be resolved at the Team level.

- The request for such resolution shall be in writing, it shall set out the issue(s) and arguments in reasonable detail and it shall be addressed to the General Manager.
- A copy of such request shall be given to the Team Head Coach and Team Manager, and the Team shall have five (5) business days to deliver its written response to the parent/guardian and the Club, setting out its position in reasonable detail. The Toros' GM may extend the time for such response if it believes, acting reasonably, that additional time is needed.
- The Toros' GM shall review all documentation submitted by both the parent/guardian of the player and the Team.
- The Toros' GM may request additional information from either party to the dispute as is necessary to support the resolution process; any such additional information that is acquired from one party shall be disclosed to the other party involved in the dispute;
- The Toros' GM, in its sole and absolute discretion, may elect to hold a meeting of all concerned parties to facilitate the resolution process. If the GM does elect to hold a meeting, then the parties shall attend such a meeting in person without legal counsel or other representation;
- The Toros' GM shall issue a statement in writing setting out its decision, including the reason(s) relied upon in reaching its decision, within ten (10) business days after its receipt of the Team's

response to the request from the parent/guardian of the player. The Club's decision shall be final and binding upon all concerned parties.

2.6.4 Harassment, Abuse, Bullying and Misconduct Policy

The Toros strictly adhere to the GTHL [Harassment, Abuse, Bullying and Misconduct Policy](#) (*Hyper link to GTHL Policy*) which can be found on the GTHL website.

If a player or parent/guardian believes that they or their child have been subjected to harassment, abuse or bullying by any team official, player or other parent they are to direct their complaint to the police. They must also complete the [GTHL COMPLAINT INTAKE FORM](#) (*Hyper link to GTHL Policy*) and immediately submit it to the GTHL as directed on the form. A copy of the form must also be sent to the Toros' President.

For the safety of all parties involved in the complaint this may require that all parties which are the subject of the complaint be suspended from all team functions until such time that the complaint has been resolved. This shall include the individual(s) making the complaint as well as the individual(s) the complaint is made against.

2.7 Player Financial Subsidy of Toros Registration Fee

The Toros will consider written requests to subsidize the Toros Registration Fee. Such subsidy, if any, will require compelling circumstances and a clear demonstration of need and will only be granted to individuals who exemplify the standards and values of the Toros Hockey Association. The Toros will not subsidize fees from the Team budget.

If a subsidized player decides to leave the team before the end of the season, the full amount of the registration fee will become due and must be paid before the player is released.

2.8 Releases

Only the President or General Manager of the organization can grant a release as set out in in the GTHL Rule Book *7.17-Releases During the Season*. Head Coaches or other Team officials **cannot** grant or promise player releases.

2.8.1 Coaches Requesting to Release Players

All requests by coaches to release a player must be submitted to the GM in writing explaining why the player is to be released. The request is to be made no less than 5 days prior to the release cut off dates as set out in the GTHL policy *7.17-Releases During the Season*. Only after the request has been approved by the GM is the Head Coach to communicate the decision to the player and their parents/guardian. Only the Head coach is to communicate the information. The Head Coach can choose to meet with the player and parents/guardians to communicate the release, but must always communicate the release to the player and parents/guardians in writing by email with a copy of the communication sent to the GM.

2.8.2 Players Requesting a Release

Players requesting a release must submit their request in writing to the Toros GM. Written request for releases will be considered by the Toros Executive and if a compelling and suitable reason is provided, a release may be granted, having regard for the best interest of the player and the team. The Toros may grant a release in accordance with Section 7 of the GTHL Rule Book. The Toros reserves the right to withhold releases in its sole and absolute discretion. Refer to the GTHL Rule Book **Section 7.17- Release During the Season** for further details.

[7.17 – Release During the Season](#) (Hyper link to GTHL Policy)

2.8.3 Team Officials Requesting Releases

Team officials requesting a release must submit their request to the GM in writing explain why they wish to be released. As per GTHL Rule 7.15 – **Restriction on Team Officials Changing Clubs** “*A person who is registered as a Team Official in one Season may not, without the consent of the Club, Division or Affiliated Group with which such person is registered as a Team Official, be registered or appear on the bench in the immediately following Season as a Team Official for a Team in the immediately higher age division of another Club, Division or Affiliated Group*” **The Toros will not automatically release carded officials at the end of the season.**

2.9 Refund Policy

2.9.1 Organization Initiated Release

If registration fees and additional monies (Sponsorships) have been paid to the Toros and/or Team and that player is released or leaves the team based on the Team or Toros Hockey Association originating the release, any time up to and including midnight November 15th, that player shall receive a rebate calculated as follows:

2.9.1.1 Toros Registration Fee

A nonrefundable charge of Five Hundred dollars (\$500.00) will be deducted from the Toros Registration fee for the cost of equipment which was provided by the Toros and is custom fit and numbered.

A nonrefundable charge of Two Hundred dollars (\$200.00) will be deducted from the Toros Registration fee for the player’s portion of the GTHL Team Registration Fee, Team Insurance, Hockey Canada Registry Surcharge Fee & Hockey Canada Player Insurance.

A charge of Twenty-Five dollars (\$25.00) will be charged for each GTHL game that the team played from the day the card was signed to the day that the release was granted, regardless if the player participated or not in any of the games. ***Releases will not be granted if there are any fees outstanding.***

2.9.1.2 Team Budget/Development Fee

Providing that the team budget/development fee has been paid in full, a prorated refund based on the amount of funds absorbed by the player for team activities whether or not the player participated in those activities. (Example: The team budgeted for 5 tournaments, tournament jerseys and 20 hours of additional ices. At the time of release, the team participated in 3 tournaments and used 15 hours of ice. The player will receive a refund for 2 tournaments and 5 hours of ice. No refunds will be issued for custom apparel.) ***Releases will not be granted if there are any fees outstanding.***

2.9.2 Player/Parent Initiated Release

If a release request is originated by the Player/Parent either before November 15 or after November 15 and approved by the Toros or GTHL, **no Refund will be applicable.** ***Releases will not be granted if there are any fees outstanding.***

2.10 Permission to Skate

Permissions to skate for OMHA or Alliance teams may be granted by the Toros in its sole and absolute discretion, subject to and in accordance with applicable rules and regulations of the GTHL and the Ontario Hockey Federation (OHF). A permission to skate form shall only be deemed valid when signed by the Toros General Manager or President.

2.11 Use of Toros Name & Logo

No unauthorized use of the Toros name and/or logo is permitted. All items with the Toros name and/or logo must first be authorized in writing by the General Manager or President prior to its production. Failure to adhere to this may result in sanctions against the Head Coach or Team official found responsible for the violation; immediate removal of the Toros name and/or logo from the unauthorized item and/or indefinite suspension from all team functions.

2.12 Dispute over Team Finances

Any complaint by a parent/guardian arising out of a Team budget or financial summary must be referred to the General Manager for resolution in accordance with the procedure set out in Section 2.6.3-Dispute Resolution of these Rules.

2.13 Payments to Toros Members or Other Related Parties

2.13.1 Payments Toros Executive & Directors

Toros Hockey Association is a non-profit volunteer community based organization. It does not pay any of its Executives, Directors or Team Officials. (Coaches, Trainers & Managers)

Toros Executive, Directors & Team Officials may be reimbursed for reasonable expenses incurred on behalf of the Toros Hockey Association provided that prior approval was received in writing by the Treasurer.

2.13.2 Payments to Team Officials

Team Officials (Head Coaches, Assistant Coaches, Trainers, Managers) are not employees or Agents of the Toros Hockey Association. Although appointed or approved by the Toros no Team Official is or should be construed to be an employee of the Toros Hockey Association. The Toros Hockey Association is not responsible for acts of theft or embezzlement by any Team Official, nor is it responsible for any other of a Team officials' actions or omission of any nature or kind, whatsoever and however caused. Team Officials are not agents of the Toros and therefore have no authority to speak for, incur obligation, financial or otherwise, grant any approvals or accede to any request on behalf of the Toros.

Team Officials may be paid through the Team budget for their services provided that the amount is specifically disclosed in the Team budget provided to the players and parents/guardians prior to the signing of the Registration Card.

Payments to a Team Official by a single individual, individuals or corporations are strictly prohibited. Any team official that accepts payment of any type will be suspended or terminated based on the severity of the action at the sole discretion of the Toros Hockey Association Board of Directors.

2.14 Club Financial Statements

Annual financial statements for the Toros Hockey Association are available to any current member of the Toros Hockey Association for the time period that the requesting individual has been a member of the Toros Hockey Association. A request in writing must be submitted to the Secretary/Treasurer. The request will be completed in 10 days provided that the statements are complete and approved by the Board of Directors.

2.15 Commitment to Fairness

The Toros Board of Directors are committed to providing a fair and competitive environment for all players in the GTHL. All parents/guardians and Team officials need to be fully aware of [Section 8 Tryouts and Tampering](#) (*Hyper link to GTHL Policy*) in the GTHL Rule book. The Toros' Board of Directors fully

endorses these policies and encourages all team members (parents/guardians, team officials, players) to fully abide by these important rules. The Toros Executive is committed to diligently investigate any allegations of tampering by any Team Officials, players or parents/guardians.

3 Team Officials and Responsibilities

3.1 Definition of Team Official

Team Officials are defined as any Team staff member that has been properly registered on a GTHL Registration Certificate with the GTHL. Team Officials are registered as Head Coach, Assistant Coach (2 positions), Trainer and Team Manager. Team Officials shall not number more than five (5) for any team. ***Only persons properly registered as Toros Team Officials can appear on the bench for any league, exhibition, tournament or playoff games.***

3.2 Team Officials Roles and Responsibilities

3.2.1 Head Coach

The duty of the Head Coach is to uphold the Toros Mission Statement. The Head Coach is responsible for all Team related matters.

- Is appointed by the Toros General Manager or President based on the recommendation of the Board of Directors;
- Meets the appropriate certification requirements as set out by Hockey Canada and the GTHL;
- Is responsible for appointing the team staff members consisting of a team Manager, Trainer and not more than 2 Assistant coaches. Total number of Team Officials shall not be more than five (5). Final approval to register any team official resides with the Toros Hockey Association in its sole and absolute discretion;
- Is responsible, with the input from his team officials, for selecting players during the Tryout process. Final approval to register any player resides with the Toros Hockey Association in its sole and absolute discretion;
- Is responsible for the training and development of **ALL** team players;
- Is responsible for overseeing & supervising the duties of his/her team officials;
- Is responsible to approve the team budget and all expenditures;
- Is responsible for any fines assessed to the team or to the Toros Hockey Association as a result of the Team's actions;
- The Toros Hockey Association Executive and Directors will communicate its business directly to the Head Coach and Team Manager only;
- Team Officials will meet with the parents/guardians at least 3 times each season. The first meeting should be held prior to the commencement of the season and the other meetings should be arranged whenever practicable to coincide with delivery of the Team's financial summaries as outlined in section 3.6 of these rules.

3.2.2 Assistant Coach

The duty of the Assistant Coach is to ensure the philosophy of the Head Coach is passed on and enforced with the players.

- Meets the appropriate certification requirements as set out by Hockey Canada and the GTHL;
- Is responsible to ensure that the Toros Mission Statement is upheld;
- Is responsible in assisting the Head Coach in the training and development of all players;

- Is responsible for instructing, motivating and leading players;
- Is responsible for supervising the players to create a safe, social and welcoming environment both on and off the ice.

3.2.3 Trainer

Each Team must have a Trainer.

- Meets the appropriate certification requirements as set out by Hockey Canada and the GTHL;
- Is responsible for supervising the players to create a safe, social and welcoming environment both on and off the ice;
- Each Team must have a first aid kit on the bench for all games. A \$25 fine will be levied against any Team found by the referee not to have an adequate first aid kit;
- A Team's Trainer must be on the bench at all games (unless attending to injured players from time to time). If the Trainer (or another Team Official who possesses a valid HTCP Level 1 certificate or higher valid HTCP certificate) is not present at the start of any game, the Team must request of the Head Coach of the opposing team that its Trainer serve as the Trainer for both Teams in that game. Such consent must be granted by the Head Coach. If an injury occurs to a player that does not have a trainer, the opposing team's trainer shall be accompanied on the ice by one of the injured player's Team Officials. If neither Team's Trainer is on the bench, then the game will not proceed and it will be declared a defaulted game by both Teams.

3.2.4 Team Manager

The Team Manager is responsible for the collection, disbursement and accounting of all team funds.

- Meets the appropriate certification requirements as set out by Hockey Canada and the GTHL;
- Is to be a liaison between the Coaching Staff and the Team parents/guardians.
- Is responsible for the reporting to the parents/guardians and Toros Hockey Association of the Team's financial status three (3) times per season. The preliminary budget is due prior to signing the player registration certificate. Updates are due on or about September 30 and January 31. A final report is due not more than four (4) weeks after the team's last event. Refer to section **3.6.1-Management of Team Finances** of these rules for further information.
- Is responsible for ensuring that the Toros GM is kept up-to-date on all issues that affect the Team.
- Is responsible for supervising the players to create a safe, social and welcoming environment both on and off the ice;

3.3 Team Officials Responsibilities

It is the responsibility of each Team Official to learn the Toros' Rules of Operation. All the Rules of Operation are expected to be adhered to at all times. Failure to do so may result in a suspension or termination as determined by the Toros Board of Directors in its sole and absolute discretion.

All team officials must maintain the appropriate certification for their position as required by Hockey Canada and the GTHL. Please refer to the GTHL website for the most current information of certifications required for Head Coaches, Assistant Coaches, Trainers and Team Managers.

All Team officials must complete the *Respect in Sports for Team Officials* course and any other course as required by the GTHL.

All team officials must submit a completed Vulnerable Sector Screening or Criminal Record report that has been cleared by the appropriate Police Region.

All Team Officials and on-ice volunteers will be required to wear a C.S.A approved helmet during all on-ice activities, including tryouts. During the course of a game, a Trainer or any other Team Official who is attending to an injured player at the direction of the Referee is considered exempt from this policy.

- Sanctions for non-compliance as per GTHL Helmet Policy for Team Officials and Volunteers:
 1. The first infraction by a Team under the policy results in a suspension of 2 weeks, or a minimum of 3 League games, to the Head Coach and the Club shall be fined \$250,
 2. For a second infraction by the same Team, the Head Coach shall be suspended from participation in all hockey activity for one month and the Club shall be fined \$500, and
 3. For a third infraction by the same Team, the Head Coach shall be suspended from participation in all hockey activity for a period of 1 year and the Club shall be fined \$2,000.

ALL FINES ASSESSED TO THE TOROS HOCKEY ASSOCIATION AS A RESULT OF NON COMPLIANCE WITH THE ABOVE RULE WILL BE PAID FOR FROM THE TEAMS BUDGET.

All Team Officials must show respect for each player, parent/guardian and Toros Executive at all times. Failure to do so may result in a suspension or termination as determined by the Toros board of Directors in its sole and absolute discretion.

All Team Officials are considered representatives of the Toros Hockey Association and as such are expected to set a positive example both on and off the ice.

3.4 Payment of Team Officials

The Toros Hockey Association is a non-profit volunteer community based organization. It does not pay any of its Team Officials. (Coaches, Trainers & Managers)

Toros Team Officials may be reimbursed for reasonable expenses incurred on behalf of the Toros Hockey Association provided that prior approval was received in writing by the Treasurer.

Team Officials (Head Coaches, Assistant Coaches, Trainers, Managers) are not employees or Agents of the Toros Hockey Association. Although appointed or approved by the Toros no Team Official is or should be construed to be an employee of the Toros Hockey Association. The Toros Hockey Association is not responsible for acts of theft or embezzlement by any Team Official, nor is it responsible for any other of a Team officials' action(s) or omission(s) of any nature or kind, whatsoever and however caused. Team Officials are not agents of the Toros and therefore have no authority to speak for, incur obligation, financial or otherwise, grant any approvals or accede to any request on behalf of the Toros.

Team Officials may be paid through the Team budget for their services provided that the amount is specifically disclosed in the Team budget provided to the players and parents/guardians prior to the signing of the Registration Card.

Payments to a Team Official by a single individual, individuals or corporations are strictly prohibited. Any team official that accepts payment of any type will be suspended or terminated based on the severity of the action at the sole discretion of the Toros Hockey Association Board of Directors.

3.5 Allocation of Ice Time During Games

The Toros' mandate is to provide resources for the development of all players wishing to participate and develop their hockey skills. Team Officials must recognize this in preparing their specific Team's

development program. The Toros Hockey Association recognizes that, due to the competitive nature of minor hockey, it is not feasible to provide equal ice time in all cases to all players. Accordingly, the Toros Hockey Association does not intend to enforce a specific minimum of required ice time that any player must receive.

3.5.1 Decision Concerning Ice Time

The Team's Head Coach shall make all decisions with respect to the allocation of ice time for each player during any game situation and at his/her discretion with the best overall interest of the Team in mind.

3.5.2 Explanation Regarding Lost Ice Time

Any player, or their parents/guardian, denied a reasonable allocation of ice time during any game shall be entitled to request and obtain an explanation from the Head Coach, without fear or threat of repercussion, provided such request is made in writing in both a civil and appropriate manner.

3.5.3 Procedure Regarding Ice Time Complaints

If a player is denied reasonable ice time allocation during games on a continuous basis or is not satisfied with the explanation provided by the Head Coach, the player or the parents/guardians, may request that the issue be referred to the Toros Executive for review and resolution in accordance with the procedure set out in Section 2.6 of these Rules of Operation.

3.6 Team Budgets, Financial Statements and Team Bank Accounts

3.6.1 Management of Team Finances

Referenced from the GTHL Rule Book [Section 5.11 - Management of Team Finances](#)

3.6.2 Team Receipts and Expenditures

All revenues of whatever nature or kind belonging to the Team including team fees, sponsorship contributions and proceeds derived from fund raising activities shall be deposited into the Team's bank account immediately upon receipt.

All expenses and disbursements owing or incurred by the Team shall be made only by cheque drawn on the Team's bank account. The Team Officials are jointly responsible for the managing of all Team funds and therefore will be held liable for any mismanaged funds within the team. Team Officials will not be released until all financial matters have been resolved.

3.6.3 Team Budget Approval

All team budgets must first be presented to the Toros GM for review at least fifteen (15) days before the first date of the team tryouts.

Parents/guardians will receive and sign for a copy of the Preliminary budget prior to signing a registration certificate.

No material changes can be made to the budget without the concurrence of all the team officials and 75% of the parents/guardians of the players.

3.6.4 Appeals and Fines

[Section 15 Protests and Appeals](#) explains in detail the process to file a protest or to appeal a decision rendered by the GTHL. It will be the Teams responsibility to pay any fees associated with the protest or appeal initiated by the Team.

3.6.5 Fines Incurred or Assessed to the Team or the Toros Organization.

Any fines incurred by the Team or assessed to the Toros because of the actions of any Team official, Team player's actions, parent's actions or parent's decision are to be paid by the Team. This includes the intentional forfeiture of games or the parent's decision to fold a team, for whatever reason.

3.7 Team Meetings

The Head Coach is expected to hold a minimum of three (3) parent meetings that coincide with the dates set out in Section 3.2.1 above.

3.8 Player Participation in Other Sports

The Toros Hockey Association promotes multi-sport participation as a means to develop an all-round athlete. Participation in multi sports may affect the player's ability to participate effectively in their hockey program. Absenteeism and poor performance due to the player's participation in other sports may result in loss of ice time. Players, parents and guardians need to understand that the Toros Hockey Association will not consider any complaints regarding loss of ice time due to a player's participation in other sports. The Toros Hockey Association will not provide any refunds to players due to injuries sustained as a result of the player's participation in other sports.

3.9 Code of Conduct

It is the responsibility of each Team Official to learn the Toros Rules of Operation. All Rules of Operation are expected to be followed at all times. Failure to do so may result in suspension or termination, as determined by the Toros Board of Directors in its sole and absolute discretion. All Team officials will respect the code of conduct rules set by the GTHL as well as honouring the GTHL's rules against tampering as set out in [Section 8 Tryouts and Tampering](#) (Hyper link to GTHL Policy) in the GTHL Rule book and adhere the [GTHL Harassment, Abuse, Bullying and Misconduct Policy](#). (Hyper link to GTHL Policy)

3.10 Team Rules

Individual Teams may have their own rules and policies with respect to operation of the Team for the purpose of player development and game preparation. These rules are to be presented in writing to the Toros GM prior to their presentation to the parents/guardians. All team rules must be explained to the players and parents/guardians, who must sign to signify receipt and agreement of the Team rules. If there are any conflicts between the Team rules and the Toros Rules of Operations, the Toros Rules of Operation will supersede the Team Rules.

3.11 Dressing Room Policy

The Toros Hockey Association is committed to the GTHL and OHF Dressing Room Policy which states that *"All players will have access to dressing room facilities that most appropriately meet their individual needs, which may or may not include accommodations with respect to gender identity and gender expression;"*

Please refer to the [GTHL Policies and Forms](#) (Hyper link to GTHL Policy) section on the GTHL website for further details on the GTHL Dressing Room Policy.

4 Parent or Guardian Code of Conduct and Responsibility

Parents/guardians are expected to conduct themselves in a manner which best exemplifies the standards and values of the Toros Hockey Association. Parents/guardians must demonstrate respect, courtesy, and civility in all dealings related to their player's involvement in the Toros' hockey program.

Provocative and inflammatory types of behaviour, including but not limited to, the use of profanity, threats, and verbal or physical confrontations will not be tolerated.

4.1 Standard Code of Conduct

Adapted from Hockey Canada's Fair Play Code for Parents.

- a) I will not force my child to participate in hockey.
- b) I will remember that my child plays hockey for his or her enjoyment, not for mine.
- c) I will encourage my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- d) I will teach my child that doing one's best is as important as winning so that my child will never feel defeated by the outcome of a game.
- e) I will make my child feel like a winner every time by offering praise for competing fairly and trying hard.
- f) I will never ridicule or yell at my child for making a mistake or losing a game.
- g) I will remember that children learn best by example.
- h) I will applaud good plays/performances by both my child's team and their opponents.
- i) I will never question the officials' judgement or honesty in public.
- j) I will support all efforts to remove verbal and physical abuse from children's hockey games.
- k) I will respect and show appreciation for the volunteer coaches who give their time to coach hockey for my child.

4.2 Sanctions for Misconduct

The Toros Hockey Association reserves the right to discipline any parent/guardian who violates the Standard Code of Conduct or whose actions, in the opinion of the Toros Hockey Association, denigrate, damage or bring into disrepute the image or reputation of the Toros Hockey Association or the Toros Executives or its Team Officials. Such discipline may consist of prohibiting such parent/guardian from attending Team functions, practices and games for such period of time as the Toros Board of Directors, in its sole and absolute discretion, considers appropriate and may also result in the suspension or release of the player for whom such parent/guardian is responsible.

Parents/guardians should also be aware of the Standards of Behaviour as set forth by the GTHL within [Section 13 Behaviour, Suspensions & Penalties](#) (*Hyper link to GTHL Policy*) of the GTHL Rulebook.

5 Player's Code of Conduct and Responsibility

Players are expected to conduct themselves in a manner which best exemplifies the standards and values of the Toros Hockey Association. Players must demonstrate respect, courtesy, and civility at all times during practices, games and off ice events.

Provocative and inflammatory types of behaviour, including but not limited to, the use of profanity, threats, and verbal or physical confrontations will not be tolerated.

5.1 Standard Code of Conduct

Adapted from Hockey Canada's Fair Play Code for players

- a) I will play hockey because I want to, not just because others or coaches want me to.
- b) I will play by the rules of hockey and in the spirit of the game.
- c) I will control my temper - fighting and "mouthing off" can spoil the activity for everybody.
- d) I will respect my opponents.

- e) I will do my best to be a true team player.
- f) I will remember that winning isn't everything – that having fun, improving skills, making friends and doing my best are most important.
- g) I will acknowledge all good plays and performances -those of my team and of my opponents.
- h) I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.

Players should also be aware of the Standards of Behaviour as set forth by the GTHL within [Section 13 Behaviour, Suspensions & Penalties](#) (*Hyper link to GTHL Policy*) of the GTHL Rulebook.

5.2 Sanctions for Misconduct

The Toros Hockey Association reserves the right to discipline any player who violates the Standard Code of Conduct or whose actions, in the opinion of the Toros Hockey Association, denigrate, damage or bring into disrepute the image or reputation of the Toros Hockey Association or the Toros Executives or its Team Officials. Such discipline may consist of, but not limited to, reduced ice time, suspension from Team functions, practices and games for such period of time as the Toros Board of Directors, in its sole and absolute discretion, considers appropriate and may also result in the release of the player.

5.3 Player Injury and Return to Play

The player's health and safety must be considered first and foremost in determining the most appropriate time and manner for a player to return to normal hockey activities after any injury.

All injuries as a result of the player's participation in a hockey activity whether on or off the ice must be reported to the Trainer. The Trainer must complete the [Hockey Canada Injury Report](#) (*Hyper link to GTHL Forms*). Players have insurance coverage which may be applicable to the player's injury. Please refer to the PLAYER AND LIABILITY INSURANCE FORMS section of the GTHL's website for further details.

Players will require a medical note indicating that they can return to play after all injuries. Notes must be submitted to the Team Trainer. The Team Trainer must keep the notes on file for the duration of the season.

5.3.1 Concussions

The Toros Hockey Association fully supports the GTHL Concussion Policy. Player's, parents/guardians, Trainers and Coaches are to strictly abide by the GTHL Concussion policy and the Return to Play Protocol.

Please refer to [Head Injuries and Concussions](#) (*Hyper link to GTHL Concussion Policy*) policy on the GTHL website for further details.

6 Waiver

Below are the waivers that all Players, Parents/Guardians and Team Officials agree to as part of signing as a Player, Parent/Guardian of a Player or Team Official.

6.1 Hold Harmless

In consideration of my child to play in the Toros Hockey Association, I, for myself, my heirs, executors, administrators and assigns, shall do hereby exonerate the Toros Hockey Association and hold it harmless from all claims, suits and liabilities whatever their nature and howsoever they may arise by reason of the said Toros Hockey Association allowing my child to participate or otherwise in any of the activities sponsored by the Toros Hockey Association.

6.2 Acknowledgment of Receipt of Team Budget

I hereby acknowledge receipt of the proposed Team Budget. Except for items that were clearly indicated as being reasonable estimates and subject to finalization, no material adjustment shall be made to such budget or to the programs described in such estimated budget without the prior concurrence of the Team Officials and a majority of the parents of players (75%); I accept my financial responsibility to provide sufficient funds in order to support my share of the proposed budget for the **current** season.

6.3 Acknowledgment of Receipt of Toros' Rules of Operation

I hereby acknowledge receipt of the Toros' Rules of Operation. It is the responsibility of each Player, Parent/Guardian & Team Official to learn the Toros' Rules of Operation. All the Rules of Operation are expected to be adhered to at all times. Failure to do so may result in a suspension or termination as determined by the Toros Board of Directors in its sole and absolute discretion. I understand and accept the Toros' Rules of Operation.