



Humberview Huskies Hockey Club Inc.

2020/2021 Season (Effective April 1st, 2020)

RULES OF OPERATION

NOTE: For purposes of this document “Club” shall mean the Humberview Huskies Hockey Club Inc.

SECTION 1: MISSION STATEMENT

- (a) To provide a positive learning environment for both players and coaches.
- (b) Within this environment, to provide each team the necessary tools and support so that they can create the opportunity for all players to grow as individuals, as athletes and together as a team.
- (c) To build on their successes not only by winning but also by instilling a winning attitude.

SECTION 2: THESE RULES OF OPERATION

These rules of operation are intended to set out the current policies of the “Club” which will be applicable to the Teams, Players and Players Parents/Legal Guardians during the hockey season. While these rules are intended to be comprehensive, the Rules and Policies are not exhaustive and the “Club” reserves the right, in its 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 Parents/Guardians on a timely basis.

2.1 All team officials, parents and players will review the “Return to Hockey” COVID 19 Updates section of the GTHL Website located at www.gthlcanada.com and all team officials will visit this Website for updates on a regular basis.

2.2 In keeping with the GTHL mandate and vision for team and player development, the Club will be providing mandatory on ice development and training for coaches, players and goaltenders.

SECTION 3: THE “CLUB”

3.1. “Club” legal status

The Humberview Huskies Hockey “Club Inc.” was incorporated as a non-share capital corporation by Letters Patent issued by the Province of Ontario on February 11, 2016 and operates under these Rules of Operation and the rules of the Greater Toronto Hockey League (the “GTHL”). The “Club” is the successor to the Humberview Huskies Minor Hockey Club established in February 11, 2003 and before that the Humberview Hockey “Club” Inc established in 1960.

3.2. “Club” Directors and Officials

- a) The “Club” is governed by a board of Directors. The “Club” Executive team (“Club” officials) are responsible for the administration of the “Club”. The name, position and date of appointment of these individuals is listed in Appendix A.
- b) “Club” Directors are primarily responsible for reviewing the general performance of the “Club” and its Teams from time to time. This includes reviewing and approving the “Club” budget, operating policies and “Club” officials’ performance of their duties and responsibilities. “Club” Directors have no direct responsibility for liaising or interacting with Team Officials and Parents/Guardians and do not deal directly with Team affairs. Directors receive re-imbusement for expenses but are not paid any salary or honoraria. However, as allowed by law, the “Club” will pay a director a salary or honoraria if his/her time commitment goes above and beyond that of a volunteer position to ensure that the “Club” is run in a professional and efficient manner.(cont’d)



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- c) Effective March 1st, 2020, the AHG (Arsenault Hockey Group) will sponsor and be responsible for the administrative operations of the “Club” and its teams and all other matters in any way relating to the GTHL, its members, other hockey organizations and governing bodies. The General Manager has direct responsibility for dealing with hockey activities including teams, players, officials and dispute resolution. “Club” Officials will be paid an honorarium where appropriate and expenses reimbursed as well.

3.3. “Club” Teams

- a) Unless otherwise determined by the “Club” or the GTHL, the “Club” will register and operate 18 teams in the GTHL comprising the following: U10, U11, U12, U13, U14, U15, U16, U17, U18 in AA and in A (each referred to in these Rules as the “Team”). There may be additional team entries at the Midget level (Jr. or Sr. Teams) and Under 21 AAA in any one season.
- b) Under no circumstances will the “Club” be responsible for any obligations, financial or otherwise, incurred by a Team, unless such obligation is approved in writing and contained in a document signed by the President and at least one other authorized signing officer of the “Club”.

3.4. “Club” responsibilities

Subject to the overriding authority of the GTHL, the “Club” has exclusive control over its Teams and players registered with the organization for all periods sanctioned or mandated by the GTHL. In addition to the foregoing and to the other rights reserved below, the “Club” shall have primary responsibility for the following:

- a) **Team Officials.** The “Club” (President or General Manager) appoints and if necessary, replaces the head Coach of each Team and approves the selection of other Team Officials. The “Club” monitors and evaluates the performance of all Team Officials.
- b) **GTHL Registration.** The “Club” registers its players and Team officials with the GTHL.
- c) **Team Programs.** The “Club” may develop programs of general application for its Teams.
- d) **Tournaments.** The “Club” (General Manager) approves and processes tournament applications. If a conflict in scheduling between Teams arises, the final determination as to the application to be processed will be made by the “Club” in its absolute discretion. All Huskies teams from Minor Peewee and up are required to enter the Huskies Tournaments for their category. The “Club” requires eight (8) weeks’ notice for tournament application exemption processing. As per GTHL rules all teams may participate in up to 3 tournaments per year, excluding pre-season early bird tournaments and Christmas tournaments. The Huskies Early Bird A tournament does not count towards one of those 3 tournaments.
- e) **Practice Ice.** The “Club” provides each Team with 1 hour of practice ice on a regularly scheduled basis. Any additional practice ice required is to be arranged by the Team at its own cost and / or the Team can also purchase ice from the “Club” should additional ice be available. If a Team is unable to utilize their association practice ice, they are to notify the Director of Hockey Operations and ask him to try to sell or trade it to other teams in the “Club”. City of Toronto Ice can never be sold to teams outside the “Club”. All team officials and hired instructors must wear a helmet on the ice when conducting a team practice or skills development. Anyone found not adhering to this rule will be fined \$100.00 and put on notice. If the individual has a second recurrence he or she will be suspended from the “Club”, the length of time to be decided by the “Club”. (cont’d)



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- f) Parents, friends or family members of a player carded with the “Club” who are not a team official appointed by the “Club” are not permitted to go on the ice at any time as they are not insured by the “Club”. (cont’d)
- g) If a parent, friend or family member as described above are found or reported to have been on the ice at any time, this may result in the Head Coach from the team and/or the player associated with those parents, friends or family members being issued a suspension, the length of time to be determined by the “Club”.
- h) **Equipment, Gear and Clothing.** The “Club” provides each team with “Club” mandated equipment including, but not limited to, game sweaters and game socks. Every player is required to wear the official “Club” game equipment. Teams may not deviate from the official uniform and may not introduce their own third sweater. All other mandatory equipment not provided by the “Club”, must be purchased through the “Club” to maintain “Club” standards and must have the Huskies colours and logo on them. Players will provide their own skates and sticks. All team clothing (apparel) or gear with the Huskies name or logo must be purchased through the “Club” to maintain standards. This includes but is not limited to burgundy coloured helmets and gloves, jackets, sweaters, toques, hats, track suits and turtlenecks. The “Club” must approve all sponsorship cresting prior to placement. “Club” supplied equipment must be returned within seven days of a written request. Teams must place a deposit with the “Club” when ordering apparel and equipment with the balance due on delivery. Once merchandise is picked up, there are no refunds.
- i) **Disciplinary Hearings.** The “Club’s” Officials accompany the Team Officials and player(s) to any disciplinary hearing mandated by the GTHL. The “Club” reserves the right to exclude any person(s) from a disciplinary hearing as it considers appropriate in its absolute discretion.
- j) **“Club” Name and Logo.** The “Club” must approve all uses of its name and logo(s). No Teams and/or Individuals are permitted to use the “Club” Name and/or Logo unless such use has been approved, in writing, by the President or General Manager of the “Club”. Unauthorized use will be grounds for suspension from the “Club”. No Team may purchase equipment or apparel for team use without purchasing it from the “Club” to maintain standards. The Club reserves the right to change its colours or logo prior to any season at its sole discretion.

3.5. Fund Raising

- a) **General:** The “Club’s” General Manager will review and approve all plans and paperwork with regards to Team fund raising plans **before they are implemented**. The Team is solely responsible for the consequences of any such activities including the content of any written material used to further those activities. All fund-raising efforts shall be conducted in compliance with all federal, provincial, and municipal laws, by-laws and regulations. All money raised by a Team belongs to that particular team. The “Club” assumes no responsibility for any funds raised and used by each Team. If a Team folds, the club is not responsible for sponsorship fee reimbursement to sponsors, players, parents or guardians in any way. Once funds are received by a Team, they will remain the property of that particular Team. If any player is released, that player is **not entitled** to any refund of sponsorship money that they may have brought to the Team. All sponsorship proceeds **MUST** be used entirely for the development of the players. (cont’d)



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b) "Club" Fundraisers and Banquet

- 1) The "Club" will hold a banquet at the end of each season. Players and Team Official's tickets are paid for by the "Club". Parents and other guests will need to purchase tickets at a price determined by the "Club". All teams are obligated to participate in the "Clubs" award banquet at the season's end.
- 2) Association Fundraisers may include but not be limited to the following:
Golf Tournament, Casino Night, Leaf Ticket Draw, Raptor Ticket Draw, TFC Ticket Draw

All Teams will participate equally in the chosen "Club" Fundraisers. The "Club" will donate back 50 per cent of the profits made from any of these events to be divided equally between all teams, with the other 50 percent of profits being used for various "Club" expenses including on-going player development.

3.6. Who can make decisions on behalf of the "Club?"

Unless specifically set out in these rules no decision, authorization or approval granted by a "Club" Official will be binding on the "Club", unless it is in writing and signed by the President and General Manager. Any decision or approval sent by e-mail **must have originated from** each/either of the Registered "Club" Signing Officers in order to be binding upon the "Club".

3.7. Communication with "Club" Officials

a) General

All issues and communications relating to the ordinary course of "Club" management should be directed to the General Manager, unless urgency or circumstances requires that another "Club" Official be contacted.

b) Communication between the "Club" and Team Officials

Unless otherwise dictated by circumstances or urgency, all requests, notices or other matters requiring interaction between the "Club" and a Team, shall be communicated to the "Club" by the Team's Head Coach or Team Manager.

c) Communication between parents/guardians and the "Club"

Unless the parent/guardian is invoking the dispute resolution procedure set out in section 8 of these rules, parents/guardians should communicate through the Team Manager or Head Coach. In case of dispute contact is made only to the General Manager to arrange a meeting.

SECTION 4: THE TEAMS

4.1.1. Team Officials

a) Who are they?

1) Each team will have the following officials:

- a Head Coach appointed by the "Club"
- up to two Assistant Coaches appointed by the Head Coach subject to "Club" approval
- a Trainer appointed by the Head Coach subject to "Club" approval and a Team Manager, appointed by the Head Coach, subject to "Club" approval. (cont'd)



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Each request for appointment as a Team Official shall be accompanied by a resume setting out, in reasonable detail, the qualifications and experience of the applicant. All Coaches, Trainers' Managers and Team Officials must have proper NCCP accreditation. **SEE CHART BELOW SET OUT BY THE GTHL**

COACHING REQUIREMENTS:

	HEAD COACH			TRAINER	ASSISTANT COACH	MANAGER
	House League and Select	A + AA	AAA	HL/SL/A/AA/AAA	A/AA/AAA	A/AA/AAA
Novice and Below	Coach 1 Level	---	---	HTCP Level 1 (Level 2 recommended)	---	Speak Out or Respect in Sport
U10/U11	Coach 2 Level	Development 1 Trained*	Development 1 Trained*	HTCP Level 1 (Level 2 recommended)	Development 1 Trained*	Speak Out or Respect in Sport
U12/U13	Coach 2 Level	Development 1 Certified*	Development 1 Certified**	HTCP Level 1 Minor Peewee (Level 2 Peewee**)	Development 1 Trained*	Speak Out or Respect in Sport
U14/U15	Coach 2 Level	Development 1 Certified*	High Performance 1 Certified**	HTCP Level 2**	Development 1 Trained*	Speak Out or Respect in Sport
U16, U17, U18	Coach 2 Level	Development 1 Certified*	High Performance 1 Certified**	HTCP Level 2**	Development 1 Trained*	Speak Out or Respect in Sport
U21	Coach 2 Level	---	Development 1 Certified*	HTCP Level 2**	Development 1 Trained*	Speak Out or Respect in Sport

All Bench Staff require Speak-Out or Respect in Sport- Activity Leader & OHF Gender Identity & Expression Training. All A,AA,AAA Head Coaches and one Trainer from a team require GTHL Concussion Education (Branch Concussion Training) Body Checking Certification is included in the GTHL Development 1 Development 1 Completion carries a TRAINED status. A CERTIFIED status is obtained through successful post clinic evaluation.

*A D1 Trained Head Coach can be approved in the season immediately following the date in which they completed the D1 clinic e.g. participated in D1 clinic, May 2019, registered as Head Coach in 2019-2020 Season. Also, a D1 trained head coach who requires a certified status but does not yet have one can be approved to a roster before they are certified if they have submitted the 3 certification steps so that we can evaluate them during the season. The coach would be considered "in-progress".

*The Head Coach or Assistant can be conditionally approved if they are enrolled in a GTHL Development 1 clinic or a Development 1 clinic within the Ontario Hockey Federation before December 31st of that registration season.

**A Trainer Level 2 is granted by the GTHL to individuals with a Level 1 and Valid Standard First Aid/CPR from a WSIB approved provider.

b) Criteria for appointment and Screening Policy.

Each Team Official must be a person of good character and reputation and possess such credentials and qualifications as the "Club", in its discretion, believes necessary to reflect the image and values of the "Club", both within the GTHL and the hockey community at large.

This includes the appropriate certifications from the GTHL/OHF for Coaches, Trainers and all bench staff as noted in above chart. (cont'd)



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All new carded Team Officials are required to adhere to the GTHL Screening Policy by submitting a current (no older than 6 months) Criminal Record Check (CRC)/Vulnerable Sector Screening (VSS) prior to the start of the season. This is a mandatory requirement. Police Reference Check letters will be valid for 3 years only, provided that you remain with our club. All team officials are responsible personally for the cost of acquiring their CRC/VSS.

The Club policy on Screening is one and the same as the GTHL'S Screening Policy. Please refer to the GTHL website <http://www.gthlcanada.com> for definitions and requirements. Failure to comply will result in suspension or termination by the "Club".

The "Club" has the right to investigate a matter brought to our attention. If the "Club" cannot resolve the matter or if it is a matter that we believe may be in violation of our policy, it will be turned over to the GTHL for investigation. Any party failing to cooperate with the investigation process may be subject to suspension or termination from the "Club". It is a requirement of all participants to cooperate fully with the investigative process.

(c) Head Coaches and Team Officials Responsibilities

- 1) Subject to the limitations of the team budget and compliance with all applicable rules, regulations and policies, including those stipulated herein or otherwise adopted by the "Club", from time to time, the Head Coach of each team will be responsible for the content, scope and implementation of any programs established for the Team as well as the conduct of his or her players and Team Officials.
- 2) Where a Team is called upon to perform an action under the rules and policies set out herein, any such action shall be performed by the Head Coach or such other Team Official as he or she may designate with the approval of the "Club". The Head coach is responsible for the day to day operation of the team. The Head Coach is appointed by the President or General Manager of the Club. Final approval of all team Officials is by the General Manager or the President. The Head Coach reports directly to the General Manager or President.
- 3) The duty of the Assistant Coach is to ensure the philosophy of the head coach is passed on and enforced with the Players. Each team may have up two Assistant Coaches.
- 4) The duty of the manager is to be a liaison between the coaching Staff and the Team Parents. The Team Manager shall take the responsibility for developing the team budget in conjunction with the coaching staff, communicating the budget to the Parents and providing the Parents and the organization with a pre-season, interim budgets if requested by the "Club" and a year end budget. They usually collect and deposit funds to the team account and disburse payments as required. As well, the Team Managers will complete and submit tournament approval forms to the "Club" General Manager and ensure payments are made for all game sheets and that the roster is properly completed. The Manager will work closely with the "Club" General Manager ensuring that he/she is kept up-to-date on all issues that affect the Team. (cont'd)



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- 5) The duty of the Trainer is to ensure that each Player is properly cared for in the event of an injury sustained while playing or practicing on the team and that those Players do not return from injuries too soon. Trainers are responsible to ensure that Players who have suffered serious injuries such as concussions do not resume practice or play unless the "Club" has received written consent from a physician.
- 6) Regarding head injuries and concussions, the player will have to follow the 6 step return to play procedure as stated in GTHL Policy before returning to play in any games/practices. All 6 steps are available at list@www.gthlcanada.com under Policies. It is also mandatory that the Player is cleared by his or her medical doctor and a clearance letter must be provided to the team trainer prior to any hockey activity with the team.
- 7) All Team Officials are considered representatives of the "Club" and as such are expected to set a positive example both on and off the ice.
- 8) Coaches and carded Team Officials agree NOT to sue parents or players for unpaid fees. The "Club" will follow GTHL procedures, rules and regulations that deal with player suspensions for unpaid fees.
- 9) If a Coach or Parent is involved in a lawsuit where the "Club" must attain legal representation, the parties agree to pay all the "Club's" legal fees.
- 10) Coaches will NEVER shower with players. Coaches who do not comply with this will be reported to the authorities.
- 11) Coaches cannot force players to fully undress or shower after games. If Coaches mandate a shower rule, Players must wear undergarments or bathing suits such as they see fit.
- 12) Coaches are not allowed to meet with an individual Player alone in a Team dressing room. Any meetings with Players and Parents should include at least one other carded "Club" or Team Official.
- 13) The "Club" dressing room policy is identical to the GTHL Dressing Room Policy. Please review at GTHL website www.gthlcanada.com as per section 18.6-OHF Dressing Room Policy. This policy must be adhered to at all times.
- 14) **Dress Code:** All coaches shall be dressed in "Club" winter jacket, dress pants, dress shoes or boots. Coaches may wear suit and tie at their discretion. Any hat wear should be a Huskies hat or toque only. Trainers shall be dressed in "Club" tracksuit with suitable footwear. Trainer should also have a trainer kit around their waist or beside them on the bench at all times. Players shall dress in "Club" winter jacket, dress pants, dress shoes, dress shirt and tie unless otherwise directed by the Head Coach. If the President/General Manager find a carded Player or Team Official in violation of the "Club" policy regarding dress code, he may choose to warn the offender or suspend the offender for a period to be decided by the "Club".
- 15) Captain and Assistant Captains: The choice of Captains lies solely with your Team's coaches. Teams may dress a maximum of 1 C and 3 A's per game. The Club does not recognize tenure when it comes to Captains and Assistant Captains. Coaches may rescind C's and A's from Players of letter as they see fit. The "Club" always expects the Coach to conduct himself and make decisions in the best interest of the Player, the Team and the "Club". (cont'd)



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- 16) Team Protests: Teams that wish to protest games or suspensions are responsible to pay the GTHL directly /or reimburse the "Club" for costs associated with such protests. The "Club" is not responsible to reimburse Teams for such fees. The "Club" may also approve or disapprove any requests by Teams to protest if they feel the protest is unwarranted.

(d) Payments to Team Officials

The Humberview Huskies Minor Hockey Club does NOT pay salary or income in any form to any Team Official.

Team Officials may be reimbursed, by the Team, for reasonable expenses incurred in connection with the performance of such services. Any agreement for such reimbursement must be made between the Team and the Team Official prior to such events taking place as may require expenses to be incurred.

Payments to a Team Official by a single individual, individuals or corporations are allowed, so long as both the identification of the payer and the sums being paid is known by each parent.

This disclosure is to be made in written form in the Team budget (described in GTHL Rule 5.9 and 5.11(a) and signed by each Parent indicating that they acknowledge and agree with such payments being made. The dollar amount must be stated and the name of the related Party receiving the funds.

Payments to a Team Official that involve the entire team must be approved by each team Parent in writing and listed in the Team Budget. Team Managers are not to be paid. The Coaches are to be paid as independent contractors contracted directly with the team, not the "Club". Coaches must submit monthly billing invoices to each Team Manager. The "Club" is not responsible for any unpaid invoices from coaches. GTHL rule 5:10 states that if a Team buys a product or service from a Related Party, the Team needs to disclose this fact ASAP to families and Players. A general description of what is being bought, and that it is from a related Party must be included.

(e) GTHL Player Registration Fee (PRF)

The GTHL will determine the amount of the PRF each season. This fee must be paid directly to the GTHL by the Parent/Guardian of every Player who signs a registration card. This payment allows the Players families to attend all GTHL games with no gate fee. The PRF must be paid prior to the beginning of the season in order for the player to be eligible to play. Parents are to contact the GTHL regarding payment.

(f) Respect in Sports Parent Program (RIS)

This is a new program designed by Hockey Canada that will be implemented beginning with the 2016-2017 hockey season. The program is designed to help educate and inform Parents on how to deal with the type of behaviors and situations that occur during a typical hockey season.

Please note every Player must have at least one Parent/Guardian complete the program, or they will become ineligible to participate in league play. The qualification will show up on the Player's HCR profile under the "qualifications" section once the Parent/Guardian has completed the program.

To enroll in the program please follow the information below:

The info link: <http://www.gthlcanada.com/article/respect-in-sport-parent-program> – both the manual and registration link are on that page.

For technical issues, you may direct your members to the RIS Helpdesk Support - linked on the bottom left of the program login page. (cont'd)



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(g) Team Officials are not employees or agents of the “Club”

- a) Although appointed or approved by the “Club”, neither the Head Coach nor any other Team Official is, or construed to be, an employee of the “Club”. The “Club” is not responsible for acts of theft or embezzlement by any Team Official, nor is it responsible for any other actions or omissions of any nature or kind of a Team Official’s, whatsoever and howsoever caused. (cont’d)

- b) Team Officials are not agents of the “Club” and therefore have no authority to speak for, incur obligations, financial or otherwise, grant any approvals or accede to any requests on behalf of the “Club”.

(h) Treatment of Player when Parent/Guardian acts as Team Official

If a child of a Team Official is a Player on the team, the Head Coach shall cause such Player to be treated in a manner consistent with the treatment accorded to all other Players of similar ability. Any dispute regarding the treatment of such Player shall be referred by the Parent/Guardian of such Player to the “Club’s” General Manager in accordance with Section 8 of these rules. (cont’d)

If the “Club” determines in its discretion that the treatment of such Player is not in the best interests of the Team, a warning will be issued to the Head Coach and other Team Officials involved. If such treatment continues, notwithstanding such warning, the Head Coach or other Team Official involved may be suspended or replaced.

(i) Restriction on Team Officials changing Clubs

The “Club” plans to uphold the GTHL regulations specifically that “no carded official will be granted his/her release to be registered or to appear on the bench of another Club at the immediate higher age division in the immediate season”.

(j) Sanctions against Team Officials

It is the responsibility of each Team Official to learn the “Clubs” policies and procedures which are expected to be followed at all times. Failure to do so will result in suspension or termination depending on the severity.

(k) Hazing

The Hockey Canada policy currently defines hazing as “an initiation practice that may humiliate, demean, degrade, or disgrace a person regardless of location or consent of the participants”. The Humberview Huskies supports Hockey Canada and takes hazing very seriously and urges all our team staff to understand our policy on hazing. Any Player, Team Official or any other Hockey Registered Participant with the Huskies, found by an investigative process to have condoned, initiated or, to the detriment of another, participated in hazing shall be reported to the GTHL and could be subject to discipline up to and including expulsion from the Huskies and Hockey Canada.



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4.2. Team Meetings

- a) The Head Coach will meet with the parents/guardians at least 3 times each season. The first meeting must be held prior to the commencement of the season and the other meetings should be arranged whenever practicable to coincide with delivery of the Teams financial summaries referred to in section 5.5. The purpose of the meetings will be to review the matters of interest relating to the Team, including its financial affairs.
- b) Additional meetings are to be arranged if requested by the “Club” or Head Coach.
- c) Notice of the matters at each meeting shall be given to one Parent/Guardian of each Player and each staff member at least 2 days prior to the date of the meeting. Meetings will be held at a location convenient to the majority of the attendees and will be chaired by the Head Coach or their designate.

4.3. Sponsorship

Teams are encouraged to solicit support from corporate sponsors in order to reduce the financial burden on Parents/Guardians. In consideration of this, the Team, at its sole cost, may grant sponsors the right to place their names and/or logo on equipment, gear and clothing used by the Team. In keeping with the right to use the “Club” Logo, all such crests and materials necessary must be purchased through and applied by the “Club”. To ensure consistency and quality, the General Manager must approve all sponsorship cresting. With respect to Team sweaters, only name bar type patches shall be allowed, the location and size of which must be approved by the General Manager. Additional smaller sizes may be allowed at the discretion of the “Club”.

4.4 Supplementary Team Rules

The Team may adopt policies and rules in addition to, or in furtherance of, the matters contained herein. No such policies or rules shall be effective unless approved by the “Club” and a copy provided to each of the Team Players and one of their respective Parents/Guardians. Once in effect, any such policies or rules shall have the same effect as if embodied in these Rules of Operation.

4.5 Club Rules

The “Club” will provide copies of the Rules of Operation to the Head Coach of each team prior to tryouts. The Head Coach will give the Rules of Operation to each Parent/Guardian before the signing of the Player Registration Card. All parents must sign an Acknowledgement Form upon receipt of these Rules of Operation.

SECTION 5: “CLUB” AND TEAM FINANCES

5.1. Permitted use of “Club” funds

The “Club” is a non-share capital corporation and cannot have any shareholders who are entitled to profit from its operation. All monies earned by the “Club” must be used to meet its ongoing obligations or otherwise retained and applied for the purpose(s) set out in its Letters Patent. The monies may not directly or indirectly be paid out or otherwise distributed to its directors unless specifically disclosed in the financial summaries of the “Club”. However, as allowed by law, our Club will pay a director if his/her time commitment goes above and beyond that of a volunteer position to make sure that the “Club” is run in a professional and efficient manner. Honoraria may be paid to “Club” officials or members when appropriate. (cont'd)



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5.2 Payments to Club Officials and Other Related Parties

It is the "Club's" intention to make payments to or for the benefit of "Club" members or other related parties (as defined by Club Rule 2.1) beyond reimbursement of reasonable expenses. All such payments to these parties are duly disclosed separately in the Club's financial statements described in GTHL Rule 5.6. GTHL rule 5.9 and Schedule B indicates that it is mandatory for the "Club" to disclose in its "Club" Policies the intent to pay Related Parties and that such payments are disclosed in the "Club's" financial statements.

5.3. "Club" Ice Fees

Prior to signature of the Registration Certificate all Players under the age of 18 years and/or their Parent/Guardian shall be provided with a statement, in writing, disclosing the full amount to be paid to the "Club". Also included in the statement will be written disclosure of the full amount to be paid as fees for the season and setting out the goods, equipment and services that will be provided to the player for that fee. If a final amount cannot be provided then any element that is subject to adjustment, and the reason for that adjustment, will be clearly identified and described.

5.4 Team Bank Accounts

- a) Each Team shall open and maintain a bank account under the Team's name using the birth date year of eligible players and the category (i.e. Humberview Huskies 2020 AA Team) with Scotiabank Only. **All cheques and withdrawals from the Team bank account shall require (3) signatures including the Coach and two independent team Parents/Guardians who are independent of any team officials.** The names of the signing officers shall be provided to the "Club" with a copy of the signature card. Teams will be given a **DEPOSIT ONLY** bank card. The bank card cannot be modified in any way, shape, or form.
- b) Each Team shall submit to the "Club" the names in full of cheque signatories on the form provided by the "Club". In turn the "Club" shall provide the team with banking instructions including, but not limited to, branch contacts and rules for the accounts. There will be no variation from this process. A separate document will be provided to each Team prior to tryouts outlining these instructions.
- c) Team Bank Statements will be sent to the "Club" first, and after review they will be forwarded to the Team.
- d) The Club is NOT responsible for any misappropriation of funds. The Manager/Coach is accountable for adhering to figures in the original budget given to Parents prior to signing.
- e) Teams that rent ice must ensure that the arenas understand that it is the carded team officials personal responsibility to ensure all bills are paid. All Teams must pay all their debts before the season ends. If the Team has not honored its commitments and Team bills remain unpaid all Players will be suspended until all debts are paid.
- f) All Team Managers /Coaches are responsible to keep accurate bank records. Teams should have all cancelled cheques, bank statements and revised budgets available when requested by the "Club" or the GTHL.
- g) If any Team is found to have disregarded the above policies, those involved will be subject to disciplinary action by the "Club" and potentially the GTHL.
- h) If Team funds have been misappropriated or abused by the Team Officials, the "Club" may refer the situation to the local police department. (cont'd)



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- i) Parents should make all cheques payable to their Teams. Teams will issue cheques to the “Club” on behalf of the Team on or before payment due dates.
The “Club” shall never be held liable or responsible for use or misuse of any Teams sponsorship funds or fees collected from Parents /Guardians for the use of a particular Team.

5.5 Team Receipts and Expenditures

- a) 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, without prior deduction, immediately upon receipt.
- b) All expenses and disbursements owing or incurred by the Team shall be made only by cheque drawn on the Team bank account in accordance with subsection 5.2 of these Rules.

All GTHL assessed fines are the responsibility of the teams to pay to the GTHL. All teams are responsible for any damage done by their Team to any GTHL game arena or any practice facility. If a Team does not pay said fines, all Players and Coaches will be suspended at year end until fines are paid in full as per GTHL rules.

5.6 Team Budgets

The “Club” will, prior to the date fixed for the first Team tryout, provide each team’s Head Coach a Statement of Cost for the goods and services provided by the “Club” to the Team for that year, including: Players ice fees, GTHL registration fees, tournament fee, extra ice costs and equipment and gear that the “Club” provides and must be purchased through the “Club”. Costs of gear purchased by teams from the “Club” will be provided. A description of all the services and goods, in reasonable detail, will be provided.

a) Head Coach to submit Preliminary Team Budget

No later than one (1) week prior to the date fixed for the first Team tryout, each Team’s Head Coach will submit a Preliminary Team Budget to the “Club” for approval. The Preliminary Team Budget must be prepared in reasonable detail using “Club” approved template and must include:

- proposed Team revenues including sources
- proposed Team expenses, and
- reasonably detailed explanatory notes for each budgeted item
having regard for the information available at the time of submission.

b) Team will provide the Preliminary Team Budget to Parents/Guardians

- The approved Preliminary Team Budget will be provided to a Parent/Guardian of each proposed Player, or Player if 18 years of age or older, prior to the signing of the Player’s registration card.
- The Parent/Guardian must acknowledge in writing that he/she has received a copy of the Preliminary Team Budget by submitting a signed Acknowledgement of Receipt to the “Club” concurrently with the signing of the Player’s registration card.

c) Changes to the Preliminary Team Budget

No material changes to the Preliminary Team Budget shall be permitted without the prior approval of the “Club”. Clerical errors are accepted from this requirement. Any budget increase over 10% of the preliminary budget must have signatures of approval for increase firstly from the “Club” and once approved by the “Club”, from one Parent/Guardian of each player. (cont’d)



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d) **Final Team Budget to be submitted to the “Club” and parents/guardians for approval**

The Head Coach will submit the Final Team Budget to the “Club” and a Parent/Guardian of each Player, or Player if 18 years of age or older, prior to the commencement of the GTHL season. Should any further changes be made, a copy must be submitted to “Club” with revisions included.

5.7 Team financial summaries

The Team will remit updated budgets for approval to the “Club” on October 15th and January 15th. Once these have been approved by the “Club”, teams must present the updated budgets to the Parents/Guardians in a meeting format no later than October 31st and January 31st respectively. A final year-end statement of Team revenues and expenses will be provided to the “Club” for review no later than two weeks after the last team event (Huskies Banquet). Once approved by the “Club” a copy will be provided to each Player if 18 years of age or older and/or at least one Parent/Guardian no later than 4 weeks after the last team event (Huskies Banquet). The Final Budget cannot be altered in any way after the “Club” has approved it without resubmitting changes for additional approval by the “Club”. Team will also provide interim budgets if requested by the “Club”, for “Club” monitoring purposes only.

5.8 Use of surplus funds

NOTE: ALL sponsorship funds received shall be used first, and before any team funding is applied, to pay any bills the team may accrue. Hockey Canada, the Ontario Hockey Federation and the GTHL have mandated such use. Under NO circumstances will sponsorship monies be refunded.

- a) In the unlikely event there is a surplus of sponsorship funds available to a Team at the close of the GTHL season in any year, such surplus shall be used in accordance with the “Club’s” stated policies.
- b) If the team fails to make such determination by April 15 of such year, the surplus sponsorship funds shall be transferred to the “Club” immediately for safekeeping. Following receipt of substantially all the registration cards for the Team for the following season, the surplus sponsorship funds will be returned to the Team as then reconstituted and shall be used to offset that season’s expenses.
- c) In the event of a surplus of Team fee monies, the surplus can either be divided equally among all Players, (including Players who have been released by the “Club” for any reason provided they paid their team fees in full before being released.) or used to develop Players until the end of the current season provided that the majority of the Parents/Guardians agree that the surplus funds be used for this purpose instead of being refunded. Manager should ask the “Club” for official form that is to be signed by all Parents/Guardians indicating how they voted in order to ensure that the majority ruled in the decision of how the surplus Team fee monies should be spent.

5.9 Disputes over Team finances

Any complaint by a parent/guardian arising out of a Team budget or financial summary may be referred to the “Club” for resolution in accordance with the procedure set out in Section 8 of these Rules. The decision of the “Club” will be binding on all parties.

5.10 Unpaid Player fees

The “Club” is NOT responsible to reimburse teams for player fees not paid to their team. The Team is responsible to pay all fees due the “Club” on time. It is the Team’s responsibility to ensure proper financial budgeting and revenue generation. Each Team is also responsible to collect all fees from (cont’d)



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Parents/Guardians that come due and securing team sponsorships. As per GTHL rules, any Player that still owes funds to the Team or the "Club" will be placed on the GTHL suspension list. Once funds have been collected the suspension will be lifted and these fees distributed to the Team. Please refer to GTHL policy regarding unpaid player fees at www.gthlcanada.com. Managers will make the "Club" aware **IMMEDIATELY** of any Player/ fees (post-dated cheques) that have not been submitted at the beginning of the season as well as any cheques in-season that have been returned by the bank for insufficient funds. The "Club" reserves the right to suspend the Player whose fees are not up to date from all Team activities including games, practices, dryland or development training and social activities until their fees have been brought current. Parents/Guardians will re-imburse Team/"Club" for any and all bank charges that the Team/"Club" incurs due to returned cheques/payment of fees.

SECTION 6: RULES RELATING TO PARENTS/GUARDIANS

6.1. Notices, approvals and authorizations

Any notice given to or approval or authorization granted by a Parent/Guardian of a Player shall be deemed for all purposes to have been given to, or granted by, all of the Parents/Guardians of such Player. Parents/Guardians will provide information in writing to the Manager of their Team indicating any allergies or medical conditions that the Coaching Staff needs to be aware of to keep the Player and his environment safe. Copies of these forms will be forwarded to the "Club" and the Team Trainer by the Team Manager.

6.2. Payment of fees

The Parents/Guardians responsible for each Player shall make all payments required of such Player on a timely basis in accordance with the rules prescribed for the Team. Failure to make such payments by the time or times prescribed may result in the suspension of the Player from all team activities including, but not limited to games and practices until such payment is received by the Team.

6.3. Standard of conduct

- a) Parents/Guardians are expected to conduct themselves generally in a manner which best exemplifies the standards and values of the "Club". This means that Parents/Guardians must demonstrate respect, courtesy, and civility in all dealings relating to their child's involvement in the "Club's" hockey program, including dealings with "Club" and Team officials, all Players, Game Officials and other fans and spectators. Provocative and inflammatory types of behaviour, including the use of profanity, threats and verbal or physical confrontations will not be tolerated.
- b) Players will show respect for all "Club" and Team officials and other Players. Players will abide by all Team rules and "Club" policies and procedures.
- c) Any disagreement between a Parent/Guardian and the Club or Team Official shall be dealt with as per Club Dispute Resolution Process outlined in Section 8 of the document.
- d) If any carded team official suspects physical or mental abuse of a child, they are instructed to contact the Club General Manager or President and police immediately. Such abuse may include Parents that drive children to and from arenas while under the influence of drugs or alcohol.
- e) Parents agree not to sue the Hockey Club for matters that may be settled or presented to the GTHL. If any issues or problems are not satisfactorily dealt with within the "Club's" resolution process Parents/Guardians may approach the GTHL. If they are not satisfied with the GTHL decision, they may appeal to the Ontario Hockey Federation. Should a Parent/Guardian launch a lawsuit against the "Club", the Parent/Guardian hereby agrees to pay all of the "Club's" legal costs.



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6.4. Sanctions for Misconduct

The "Club" reserves the right to discipline any Parent/Guardian or Player who violates this standard of behaviour or whose actions, in the opinion of the "Club", denigrate, damage or bring into disrepute the image and reputation of the "Club" or its "Club" and Team Officials. Such discipline may consist of prohibiting such Parent/Guardian or Player from attending team functions, practices or games for such period as the "Club", in its discretion, considers appropriate. Failure to abide by such sanctions may result in the suspension or release of the Player for whom such Parent/Guardian is responsible.

6.5. Additional Standards and Sanctions Imposed by the GTHL

Parents/Guardians should be aware of the standards of behaviour and possible sanctions for their breach mandated by the GTHL and contained in Section 12 of the GTHL handbook.

6.6. 24 Hour Rule

Our "Club" adheres to a strict 24-hour rule. Parents/Guardians that may be upset with their child's playing time or other game related issues (excluding abuse) must wait 24 hours before contacting Carded team officials. If after the 24-hour Cooling Period has elapsed, the Player's Parent/Guardian is still upset, he/she must first approach the Team Manager. The Team Manager will then address any concerns to the Head Coach who is expected to deal with matters at hand. If the Head Coaches response is not satisfactory, the Player's Parents/Guardians may discuss the matter with the "Club" General Manager. If the Club General Manager cannot satisfy the Parents/Guardians concern, the Parents/Guardians may refer to the Dispute Resolution procedure.

SECTION 7: RULES RELATING TO PLAYERS

7.1. Players' obligations

Players shall:

- a) represent their Team with dignity at all reasonable times
- b) always play to the best of their ability and within the spirit of true sportsmanship by:
 - showing respect for the rules of the game, the Game Officials and their decisions, and their opponents
 - using their best efforts to maintain composure while on the ice, and
 - racial slurs, negative comments about a person's sexual orientation, improper or offensive hand gestures and general "trash talking" will not be tolerated on or off the ice. You are expected to be in control of yourself at all times.
- c) demonstrate respect for their team mates and treat them fairly and equally
- d) demonstrate respect for their Coaches and other Team Officials
- e) make their commitment to the Team, its programs and its goals a major priority
- f) attend all games, practices and other events arranged by the Team in accordance with the rules established by the Head Coach from time to time.
- g) where equipment is provided by the "Club" or Team, use only such equipment for Team functions and ensure that it (including sweaters and socks) is maintained in a proper state of repair and not altered in any manner
- h) abide by the Team dress code at all reasonable times which includes, but is not limited to, wearing game socks and sweaters only during games and not at practices. (cont'd)



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- i) refrain from using alcohol and prohibited drugs.
- j) abide by all "Club" rules and Team rules at all times.
- k) respect other Players' equipment. Also respect all rules and regulations relating to the use of arena dressing rooms and other facilities.
- l) Players who do not adhere to the above rules will be suspended from all team functions, games and practices by the Head coach for a specified length of time befitting the offence and subject to approval by the "Club" and/or the GTHL if they are involved in the resolution of the issue..

The foregoing list of obligations is not exhaustive and may be supplemented by the "Club" or the Team from time to time upon giving the Player and his or her Parent/Guardian reasonable notice.

7.2. Player injury

Neither the "Club" nor the Team is responsible for any injury suffered by a player, whether on or off the ice and howsoever caused. The GTHL maintains insurance which may be applicable in certain events. Parents/Guardians are urged to contact the GTHL for an explanation of such coverage. No refunds will be given due to injury.

7.3. Allocation of ice time

- a) The Head Coach shall make all decisions regarding the amount of ice time afforded to a Player in the reasonable exercise of his or her discretion, having regard to the best interests of the Team.
- b) Any Player denied reasonable ice time, or Parent/Guardian thereof, shall be entitled to request and obtain an explanation for such decision without fear or threat of repercussions, provided such request is made in both a civil and appropriate manner.
- c) If a Player is denied reasonable ice time on a continuous basis and he/she or his Parent/Guardian is not satisfied with the explanation provided by the Head Coach, they may request that the issue be referred to the "Club" for determination in accordance with the procedure set out in section 8 of these Rules. The decision of the "Club" will be final and binding on all parties.

7.4. Playing and practicing with Affiliated Teams

- a) Huskies teams will be affiliated horizontally as advised by the President or General Manager. Team affiliations will be submitted to the GTHL by October 1, 2020. The Club reserves the right to change or alter the below team affiliations as per GTHL rules and regulations. (cont'd)



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Whenever practicable, Players should be made available to the Affiliated Team so long as it does not conflict with the Players' primary responsibility to their own Team. The Head Coach will select the Player(s) having regard to the reasonable requests of the Affiliated Team. Whenever practicable, affiliated players should practice with their Affiliated Teams. The Head Coach of each Affiliated Team will jointly number and identify the Players practicing from time to time. In the case of Junior (Jr.) and/or (Sr.), affiliations will be designated by the "Club" prior to season commencement.

b) Call ups/APS are to be arranged between the Head Coaches of each team. Players cannot contact Coaches above them and ask to be call ups without the approval of their own Head Coach. Players who are suspended in league play as APS' must serve their suspensions in their own age groups. Players cannot play for any other Team other than the Team they are affiliated with.

c) A player can only be called up with their affiliated Team for a total of **10 games which includes tournament, exhibition and playoff games**. If the player exceeds the 10 games the Head Coach and Player will be issued a suspension from the GTHL. The game or games played over 10 will result as a defaulted 1-0 loss. **The Team Manager or Head Coach should be responsible for keeping a log of each Player that is used as a call-up**. The affiliated Team requesting the use of a Player or Players shall contact his affiliated team's Head Coach to request the use of such Players. Before that request will be granted, the Head Coach of the affiliated Team must provide a compelling reason for the need for such player or players: further, with this request, the Player or Players requested must not be playing or practicing more than three times in four nights. If both criteria have been satisfied, the Head Coach of the Team below must honour the request and direct the 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 why the Player or Players asked for should not be called up, a replacement Player will be sent. Coaches who do not comply with lending Players to their affiliated teams without proper justification, shall be subject to disciplinary action by the "Club" President or General Manager at their discretion. Any issues or problems that may arise due to injuries or suspensions that may not allow the use of call ups must be cleared through the "Club" President or General Manager.

d) **School Hockey**

While the playing of School Hockey is encouraged, your child's commitment to the "Club" must come first. Specifically, your son or daughter is not to play or practice in a school game or practice on the day of a scheduled league game, unless permission otherwise has been granted by the Head Coach in writing.

7.5 GTHL Releases:

All Players are released at the end of each season but are still required to return all equipment if applicable and pay any outstanding Team fees and "Club" fees before they will be permitted to play with other teams. The "Club" will supply to the GTHL a complete list of all such outstanding matters, acting reasonably, at its earliest convenience. Prior to the end of the season, **Players will still be subject to the tampering rules of the GTHL.**



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7.6 PERMISSIONS TO SKATE

Permissions to skate for other GTHL, OMHA or Alliance teams are provided at the discretion of the "Club's" General Manager or President only and are only valid when signed by the Club General Manager or President.

Permissions to skate with Tier II, Jr.B, or Jr.C may only be granted by the "Club" General Manager or President.

7.7. Subsidies

a) Subsidy requests

The "Club" may consider written requests to subsidize all or a portion of a Player's registration fee only. However, any Parent/Guardian granted financial assistance by the "Club" will be required to volunteer their time to their Team or the "Club". 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 "Club". The "Club" may require the Team in question to match any subsidy.

The "Club" may sponsor, develop and/or subsidize Players and /or programs that help children in lower income areas. Such sponsorship is at the sole discretion of the "Club's" Board.

b) Repayment of subsidy

If a subsidized Player wishes to obtain a release prior to the end of a season, the "Club" will, as a condition of granting such release, demand and obtain a repayment of the subsidy. The bill will be calculated as follows: \$7.00 for each day beginning September 1 and ending with the last date the Player was with the "Club". Any "**Club**" **supplied equipment** (as written below, but not limited to the following) will be billed at the following rates: Two jerseys \$300.00; "Club" socks \$30.00; Administration fee \$300.00. The "Club" may also require the return of other "Club" supplied equipment that has not been listed here. No Player will be granted his/her release by the "Club" before this money is repaid.

7.8. "CLUB" Releases

a) **NO refunds will be provided, under any circumstances, where the Player, Parents and/or Guardians, decide, of their own volition, that the Player will no longer participate with the team.**

b) No release shall be binding on the "Club" unless it is in writing signed by either the President or General Manager of the "Club".

c) **Circumstances in which a release may be granted**

Once a registration card is signed the "Club" will not grant a release to a Player except under compelling and unusual circumstances necessitating the severing of such Player's relationship with the Team, having regard to the best interests of all concerned. The "Club", in its absolute discretion, shall make such determination of the existence of those circumstances.

d) **Refunds where the release was granted prior to November 15**

1. This section does not apply to releases mandated by the GTHL on the application of the Player or granted at the Player's request. (cont'd)



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2. If a Player is released by the "Club" prior to November 15 in any year, the "Club" shall within 15 days following the "Club" granting said release, reimburse to the Player a portion of the "Club" fees paid by such player determined as follows:
 - (a) Determine the total amount of fees paid by the Player (the "Initial Amount").
 - (b) Deduct the non-refundable portion of the fees (administration, insurance)
 - (c) Calculate the portion of the season (in weeks) played with the team starting with the September Labour Day weekend.
 - (d) Deduct the Player's calculated portion (from step c) from the refundable amount from step b. This remaining amount represents the proportion of Player "Club" fees that will be refunded.
 - (e) Team refunds (if any) will be refunded as prescribed in Team rules.
 - (f) Sponsorships belong to the Team in whole and may not be refunded to any individual.
- e) **No refunds in any other circumstances**

When a release is mandated by the GTHL at any time or if a release is granted on or after November 15 in any year the released Player shall have no entitlement to any repayment of his initial payment and forfeit all fees. If there is a surplus of Team fees at the end of the season and the majority of carded Team Parents/Guardians have decided to have those funds re-imbursed then all released players are entitled to their share of that overpayment provided that all Team/Association fees have been paid in full. If the majority of carded Team Parents/Guardians decide to use surplus Team fees for development then monies will not be returned to ANY player. No Player is entitled to re-imburement of sponsorship monies.
- f) **Injuries**

No refunds will be granted should a Player be injured before or during the season. A release will not be granted due to injury.
- g) **Default of GTHL Games:**

Under no circumstances should a Team ever default a game. If any Teams' Coaches believe that they will have difficulty fielding their team for any particular reason, (i.e., holidays, etc.) it is the responsibility of the Head Coach and staff to use call ups (APS) to field a Team and avoid default. If a Team defaults a game, the Team is responsible for all costs and fines associated with it. If a team defaults a game, the "Club" reserves the right to fold that team. If said Team is folded, the Team automatically forfeits all payments to the "Club". Parents/Guardian, Players and Team Officials acknowledge no refunds will be given back to the team or members.
- h) **Folded Teams:**

If the "Club" is forced to or decides to fold any team, assuming the Team has not defaulted any GTHL games, the "Club" will deduct all expenses incurred from pre-tryouts to the official folding date. The "Club" agrees to refund the balance of the funds remaining after expenses to the Team on a prorated basis. If there remains a shortfall or deficit, the Team and its members, Parents/Guardians and Players will be responsible to reimburse the "Club" immediately for all costs associated with folding the said team. The "Club" reserves the sole right to decide whether it is necessary to fold a Team. The "Club" will not be responsible for ice contracts or any other contractual agreements made between the Team and/or its officials or Parents/Guardians or any third party suppliers. (cont'd)



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(i) Sponsorship Funds

If a team folds or disbands, The "Club" is not nor ever will be responsible to reimburse any sponsor Parent or Guardian for sponsorship fees given to that particular team. If a Parent/Guardian is released at the request of the Parent/Guardian or by the decision of the Team, "Club" or GTHL, all sponsorship money **brought** to the team by the Parent/Guardian or Player will remain with Team and will not be returned to the Sponsor, Player, Parent/Guardian.

(cont'd)

It is understood that all sponsorship money **raised** for the benefit of the Team shall remain with the Team for the benefit of the program and will not be returned to the Sponsor, Player, Parent/Guardian should a conflict arise. The "Club" is not responsible or liable for collection, solicitation, handling or distribution of any sponsorship funds raised by its Teams from any sponsor for use by a specific team.

SECTION 8: DISPUTE RESOLUTION

The following procedure shall apply in the event the "Club" is requested to resolve a dispute or complaint arising between the Parent/Guardian of a Player and the Team:

- a) The request for such resolution shall be in writing and shall set out the issue(s) and arguments in reasonable detail. The written complaint shall be submitted to the General Manager of the "Club".
- b) A copy of such request shall be submitted to the Team and the Team shall have 5 days to deliver its written response to the Parent/Guardian and the "Club", setting out its position in reasonable detail. The "Club" may extend the time for such response if it believes, acting reasonably, that additional time is needed.
- c) The General Manager will arrange a meeting of the involved parties **OR** rule directly on the complaint. The "Club's" decision shall be binding on all parties.
- d) The "Club" shall issue a statement setting out its decision, including the reason(s) relied upon in reaching its decision, within 10 business days following such meeting.
- e) Should the Parent/Guardian of a player feel that the "Club" has not followed its written policies on dispute resolution or enforced its rules as written, they may appeal to the GTHL special committee within 7 business days of the decision for resolution.

SECTION 9: SPEAK OUT POLICY

The "Club" policy on Speak Out/Respect in Sport is one and the same as the GTHL's Speak Out/Respect in Sport Policy. Please refer to the GTHL web site: <http://www.gthlcanada.com>. The "Club" has the right to investigate a matter brought to our attention. If the "Club" cannot resolve the matter or if it is a matter that we believe may be in violation of our policy, it will be turned over to the GTHL for investigation. Any party failing to cooperate with the investigation process may be subject to suspension from the "Club". It is a requirement of all participants to cooperate fully with the investigative process. (cont'd)



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SECTION 10: OFFICIAL CLUB WEBSITE

The official website of the “Club” is www.humberviewhuskies.com.

Teams may not have their own websites without written permission from the “Club’s” President or General Manager. On our current website, there is a section for each Team to post their own website information on all matters regarding their Team. Should Teams wish to make announcements or post any special information, they should inform the “Club’s” President/General Manager to make arrangements and for approval. The website also posts all our Teams scores and scheduling 5 days in advance for the convenience of our Parents/Guardians and Players.

SECTION 11: CLUB TOURNAMENTS

All Teams from Minor Peewee and up are to participate in the “Club’s” two tournaments: the September Early Bird “A” Tournament and the October Invitational AA Tournament. These two tournaments have a grand history of being very competitive and operated very professionally. It is a source of real pride for the Hockey Club. Our Teams are expected to represent their Hockey Club with pride in these tournaments. Team participation is mandatory.

SECTION 12: PRIVATE LESSONS

Coaches cannot force Players to attend their “own” hockey schools. Parents/Guardians may send their children to a Coach’s hockey school if it’s by their own free choice, free of manipulation or pressure.

SECTION 13: HUSKIES HOCKEY SCHOOL

The “Club” may from time to time hold a “Huskies Hockey School” during the summer off season. Huskies management has extensive experience in operating hockey schools and this would be an opportunity for new and returning Huskies Players to learn and improve their current skills under the guidance of professional instructors. Should the “Club” offer to hold a “Huskies Hockey School” the price of this school would be less than half the price of a commercial hockey school for the simple purpose of benefitting Huskies families. Attendance would be entirely optional and open only to Huskies Players

SECTION 14: CLUB SKILLS SESSIONS/TRAINING PROGRAMS

The “Club” may offer from time to time, and if ice time is available, extra skills sessions and training programs, in addition to training already provided, to all of their Teams at no cost to the Teams or their Players. It is the “Club’s” intention to offer these sessions, however, with the many conflicts of scheduling games and practices for all Teams, the “Club” reserves the right to offer these sessions on a “best efforts” basis. The “Club” also reserves the right to provide these sessions at its own discretion and makes no guarantees to the number of sessions, if any, it may/can provide.

SECTION 15: GTHL RULES AND REGULATIONS

All Teams must follow and abide by GTHL rules and regulations without exception. Contact with the GTHL must be done through the “Club” President or General Manager. Teams may not contact the GTHL directly with protests, questions or enquires. All Coaches and Managers must follow proper procedure and direct correspondence through the “Club”. The “Club” President or General Manager will present your request to the League.



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SECTION 10: APPENDIX A – “CLUB” OFFICIALS

“CLUB” EXECUTIVE (OFFICIALS)

President

David Arsenaault

General Manager / Registrar

Frank Bessette

416-818-0403

Treasurer

Shannon Blakely



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SECTION 11: FINANCIAL – “CLUB” FEES

U10 – U18

Subject to change per GTHL COVID 19 Return to Play Guidelines

Club Fees provided to teams by the Club in line with
GTHL COVID 19 Return to Play Guidelines