



PREDATORS

**PLAYER & PARENT HANDBOOK
2012-2013**



Welcome To The Season!

To all players and parents of the North Central Predators,

Welcome to the NCOHA Predators and the 2012-2013 season. In the following pages of our Handbook you will find information about the Predators that directly affect you as a player and parent. We have tried to incorporate as much as possible in this booklet, but if you should have any questions, please do not hesitate to contact us. Feel free to approach myself or any of the Executive Board members if you have any concerns regarding the way your Association or particular team is being handled. We will do our best to answer you immediately or find the answer for you. I cannot promise that you will always get the answer that you desire but I can promise that the response will be a fair one, in consideration of the player, the team and the organization as a whole.

In terms of learning about the NCOHA Predators, AAA hockey, the Eastern AAA league, or our governing bodies (the OMHA, the OHF or Hockey Canada), a great deal of information can be found at our website: www.northcentralpredators.com. Here you can find information on games, practices, teams, team officials, our policies and procedures, links to other hockey websites, plus current news items and much more.

As hockey advocates, we all desire a fun-filled year where our players have fun and develop their skills. These goals require our mutual participation and collaboration. Please review this document together and ensure that all members of the Predator family understand its' inherent rights and responsibilities. That way, we all succeed. In particular, I draw your attention to the critical policies located in this document.

I wish you the very best for the upcoming hockey season and all of your sporting endeavors. And now, it's hockey season! Have fun!

Pat Morris
President, NCOHA Predators



WHERE OUR PLAYERS COME FROM

Our zone includes the hockey associations of Almaguin, Trout Creek, Parry Sound, Huntsville, South Muskoka , Port Carling, Coldwater, Orillia, Midland, Penetang, Elmvale, Wasaga Beach and Oro-Medonte.

OUR LEAGUE **WHERE WE PLAY**

We are part of the Eastern AAA Hockey League, commonly known as the ETA. The Eta is divided into 2 divisions:

West Division

Ajax-Pickering Raiders
Barrie Colts
Markham Waxers
North Central Predators
South Central Coyotes
York-Simcoe Express

East Division

Central Ontario Wolves
Clarington Toros
Kingston Jr Frontenacs
Oshawa Minor Generals
Peterborough Minor Petes
Quinte Red Devils
Whitby Wildcats

We play each team in the East Division twice in a home and home series. We play each team in the West Division four times, with two home and home series.



REGISTRATION FEES

Each year the finance sub-committee of the NCOHA board meets to determine an operating budget for the upcoming season. This proposed budget is then submitted to the full board for approval.

What do Registration Fees cover? Our teams each play a 34 game regular season schedule, 17 of which are home games. In addition to this, there are the play-off series at the end of the season. Each team also averages two 80 minute practices each week throughout the season. Ice time comprises the overwhelming majority of our budget. In addition the fees also cover each team's registration with OMHA, OMHA insurance and ETA registration and sundry operating expenses. The cost of the registration fee will be provided to each team on an annual basis

In the 2012-2013 season, the NCOHA board determined to establish an individual cost per player for registration. For the upcoming season, this cost was established at \$1850 dollars per player. This registration fee is deemed quite reasonable on a comparative basis with AAA organizations across Ontario.

How are fees paid? The team Manager is responsible for collecting registration fees from each player. Fees may be paid by one cheque dated August 31st, or by a series of five equal cheques dated June 30th, July 31st, August 31st, September 30th and October 31st. Any player whose fees are not paid by the required times will be considered in default and, at the discretion of the Board, may receive reduced ice-time or no ice time until they are paid. Each manager is responsible for submitting one team cheque for their team's registration to NCOHA with the same dates as detailed above.

In the event that a team is delinquent in paying their fees, the team will have their practice time reduced accordingly until such time as they are paid. Cheques will be deposited promptly. If you can't meet a payment, contact your Manager and your cheque will be held for a maximum of 14 days before being cashed. If a cheque is returned " NSF" a \$50 surcharge will be levied to cover costs.

Players that leave a team prior to October 31st will receive a pro-rated refund. However, the team will then be subjected to an adjustment fee to meet the required budget guidelines, unless that player and his funds are replaced by another player. This will be calculated by the Executive. There is no refund for a player who leaves on November 1st or later of any given season.

In addition to registration fees, each individual team may levy a "team fee" to cover team operating expenses and tournaments. This fee is at the discretion of each individual team and may vary from team to team.

TEAM FINANCIAL STATEMENTS

NCOHA policy requires that each team prepare three financial statements each year. These statements are to be submitted to the NCOHA Treasurer and to the parents of their individual teams as of October 31st, December 31st and at season's end - no later than March 30th.

If a financial statement is not produced by a team at the required intervals, disciplinary action will be taken. Financial statements are essential to ensure that all players have paid their fees and that proper expenditures are being made, accounted for and documented.

AFFILIATED PLAYERS

Affiliated players are subject to a \$30.00 per game charge and \$10.00 per practice charge if they are not already rostered to the Predator's organization (i.e. not rostered to a younger Predator team) These fees are to be collected by the individual teams and are to be used at the coach's discretion.



NCOHA CODE OF CONDUCT

All organizations maintain codes of conduct and complaint processes. The NCOHA Predators publish the specific codes of conduct and expectations in an attempt to be pro-active: Our goal is to prevent problems and their implications, not simply deal with them after the fact. Please review the code of conduct and the expectations of the organization carefully. Further, the Predators have specific policies in place in relation to prioritized areas. Most recently, a policy has been implemented in relation to “cyber-bullying” and the publication of images via social networking. This is important policy for our parents, team officials and players.

- Members must endeavour to respect the rights, dignity and worth of every person and endeavour to treat everyone equally within the context of their activity
- Members have a responsibility to declare a high degree of commitment and perform to that level of commitment
- Members should communicate and co-operate with other sports organizations, non-sport organizations, medical practitioners, and educational institutions in the interest of players
- Members should encourage players, parents, officials and directors to obey the rules and spirit of the sport and to treat each other in a courteous manner
- Members should never advocate the use of performance enhancing drugs and/or banned substances
- Members should be clear as to what is to be regarded as confidential information and not divulge any such information without the expressed approval of the individuals concerned
- Members are expected to consistently display high personal standards both professionally and personally
- All reasonable steps should be taken to establish a safe environment in keeping with the regular and approved practices within the sport
- Members have a responsibility to themselves and the Association to maintain their own effectiveness, resilience and abilities
- Members should not display any affiliation with any business or organization in a manner that falsely promotes sponsorship or accreditation by that organization

In addition to the NCOHA Code of Conduct, members are also bound by the OMHA Code of Conduct. A copy of the OMHA Code of Conduct can be found on the OMHA website - www.omha.net - as well as our own website - www.northcentralpredators.com



PLAYER CODE OF CONDUCT

- Play for the fun of it, not just to please your parents or coach
- Play by the rules
- Never argue with the official's decisions - Let your captain or coach ask necessary questions
- Control your temper and act appropriately in relation to team-mates, team officials , officials and opponents
- Work equally hard for yourself and your team - your team's performance will benefit and so will your own
- Be a good sport. Cheer all players, whether your team's or your opponent's
- Treat all players as you yourself would like to be treated
- Do not interfere with, bully or take unfair advantage of any player
- Do not engage in cyber-bullying
- Do not take, share, post, publish or send inappropriate images of players or any other person
- Remember that the goals of the game are to have fun, develop your skills and meet your goals
- Play for the good of the team
- Co-operate with your coach, teammates and opponents, for without them you don't have a game
- Remember that you are representing yourself, your parents, your team, your organization, your sponsor and your community at all times to, from and at the arena.



PARENT/GUARDIAN CODE OF CONDUCT

- Standard of Conduct: Parents/Guardians are expected to conduct themselves in a manner which best exemplifies the standards and values of the NCOHA. This means that they must demonstrate respect, courtesy and civility in all activities relating to their child's involvement in the NCOHA's hockey program, including dealings with but not limited to:
 - NCOHA and any of its members, Directors and teams
 - other parents/guardians of players
 - opposing teams
 - game officials
 - fans and spectatorsProvocative and inflammatory types of behaviour, including profanity, threats and verbal or physical confrontations will not be tolerated.

- Sanctions for Misconduct: The NCOHA reserves the right to discipline any parent/guardian who violates this standard of behaviour or whose actions, in the opinion of the NCOHA, denigrate, damage or bring into disrepute the image and reputation of the NCOHA or its teams and team officials. Such discipline may consist of prohibiting such parent/guardian from attending team functions for such periods as the NCOHA, 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.

- Additional Standards and Sanctions Imposed by OMHA: Parents/guardians should be aware of the standards of behaviour and possible sanctions for their breach mandated by OMHA and contained in the OMHA Manual of Operations. A copy of this manual of operations can be found on the OMHA website at - www.omha.net - or on the NCOHA website at -www.northcentralpredators.com .



NCOHA Predators Complaint Process

The North Central Ontario Hockey Association (NCOHA) Predators' complaint process is premised on the principles of integrity, rapid resolution and the accountability of all involved parties to reach a fair and equitable resolution in compliance with established policy and the applicable legislation. In order to achieve this standard, the complaint process is continually reviewed to ensure currency with best practices.

In dealing with any disagreements, grievances or other issues that may evolve to be "complaints", it is suggested that all issues are **best handled in a pro-active manner by the involved and responsible parties**. A player, a parent, a coach or any team official may play a role in this process but the Coach is ultimately responsible for attempting to resolve conflict within his/her team. If the issue is one that cannot be resolved at the team level, then the complainant (the one submitting the complaint) and/or the responsible team official (i.e. the Coach) is responsible for notifying the Vice-President of the NCOHA Predators. This person is responsible for hockey operations and will assist in any resolution. He/she will do so in consultation with the President and/or the Executive member for Risk Management. These persons also participate in the Risk Management/Discipline and Ethics Committee.

As a general principle, the NCOHA stresses the importance of clear communication between all parties throughout the year. This will afford the opportunity to resolve the problem at the lowest level – that is at the team level. It should be noted that the NCOHA Predators request all parties to utilize an element of common sense and restraint in utilizing the complaint process – it is to be restricted to legitimate complaints. All parties are to be treated fairly and with respect and all official complaints, once accepted as such, will be reviewed by the NCOHA Risk Management / Discipline and Ethics Committee.

It should be noted that coaches are responsible for decisions related to ice-time, position, tactics, strategy, etc. These issues are to be dealt with at the team level. If resolution is not possible at the team level, the following policy will be followed in accordance with the Notification Protocol:

1/ NOTIFICATION PROTOCOL

- a. All complaints are to be **submitted in writing** by the complainant. The complaint should include all important points related to the complaint. All complaints must be signed by the complainant – they cannot be anonymous.
- b. All complaints are to be submitted to the Vice-President of the NCOHA Executive. In instances where this person may not be reached, or a conflict of interest may exist, the complaint may be sent to the President of the NCOHA Executive. Relevant e-mail addresses are available on the Web-Site.
- c. Complaints are to be submitted **within 20 days of the occurrence** which initiated the complaint unless circumstances dictate otherwise.
- d. The NCOHA Risk Management / Discipline and Ethics Committee will **make an initial determination** as to the status, nature and/or severity of the complaints. If warranted, it will engage in a fact-finding mission, assign an investigator, and/or make notifications to outside entities (i.e. the OMHA, Law Enforcement, Children’s Aid Society, etc.)
- e. The NCOHA Risk Management / Discipline and Ethics Committee will not deal with complaints that are deemed by the Committee to be frivolous and/or vexatious.

2/ CLASSIFICATION OF COMPLAINT

The NCOHA Predators recognizes two classifications of complaints:

- a. **Minor Complaints:** Complaints which emanate from issues that would not be in abrogation of any relevant Provincial or Federal legislation nor pose any significant impact to the potential victim/complainant. These complaints may be related to ice-time, inter-personal relations, ongoing conflict between parties which poses significant impact, inappropriate communication (that does not have serious impact), perceptions of favouritism or exclusion. Please note: Perceptions of lessened ice-time or failure to acquire ice-time in special teams etc. is not necessarily grounds for a complaint, and are the responsibility of the Coaching Staff.
- b. **Major Complaints:** Complaints which emanate from matters that may/would result in criminal proceedings or proceedings under other legislation and may pose significant impact to the potential victim/complainant. These complaints would include physical mistreatment of a person (i.e. kicking, slapping, etc.), certain instances of cyber-bullying, sexual comments directed towards a person, emotional mistreatment of a person (i.e. screaming, belittling, yelling at one individual for the purposes of belittling this individual), and/or discrimination based upon ethnicity, race, gender, etc.

3/ COMPLAINT PROCESS

The Complaint Process will differ depending upon the classification and/or severity of the accusation/complaint but there are some common principles. All complaints are to be made in the following manner:

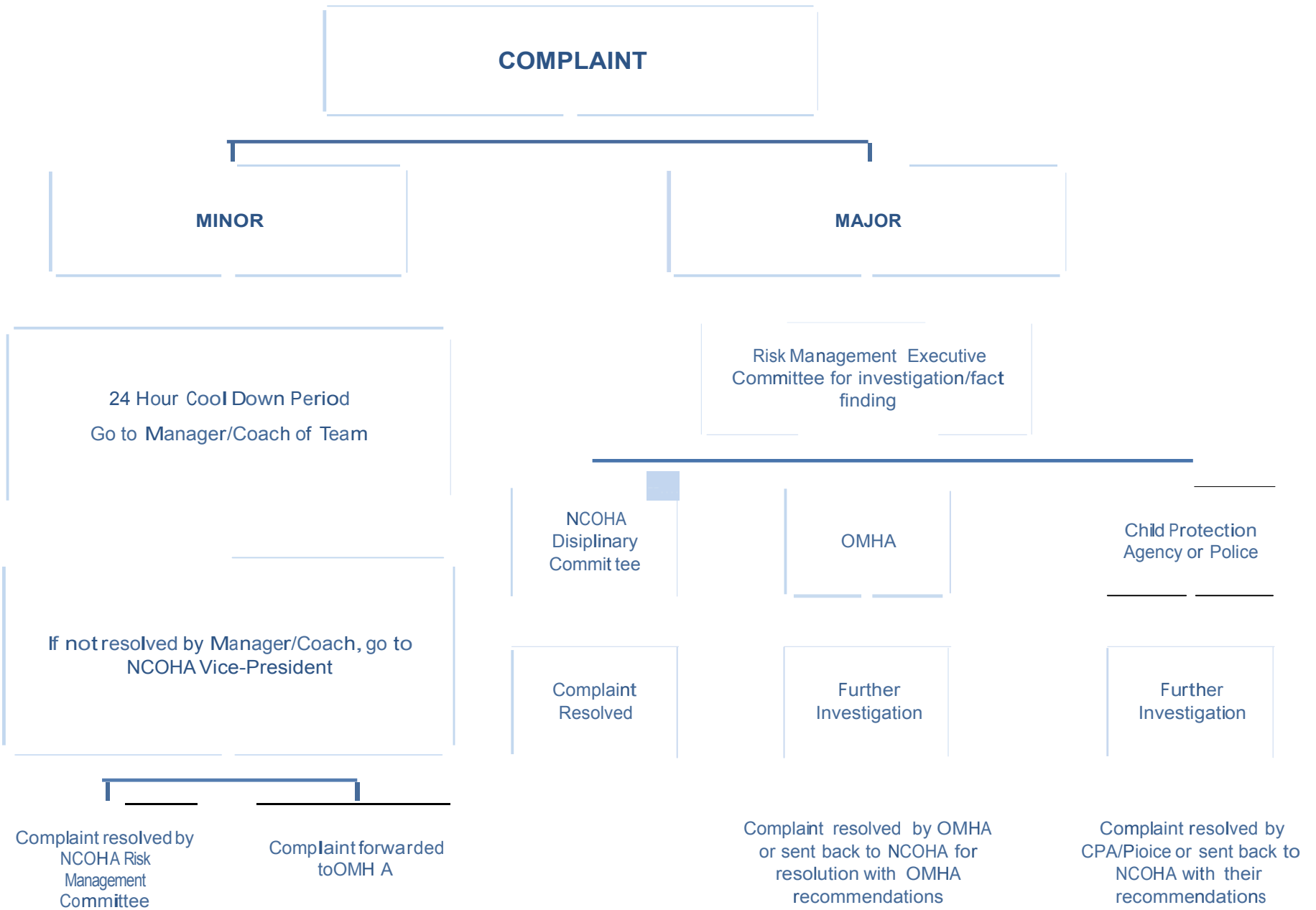
a. Minor Complaint:

- i. Complaints of a minor nature are to be addressed with the Coach and/or Manager. If this issue has led to friction, it is requested that the complainant utilize the twenty-four hour “cooling off” period so as not to aggravate the situation.
- ii. The relevant coaching staff meets with the complainant(s) to discuss/resolve the issue. Coaching Staff are to document the incident and the planned resolution.
- iii. The intention is to resolve these issues at a “local” level.
- iv. If the complaint is not resolved, the complainant will follow the process established for major complaints. The first step is to submit the complaint, in writing, to the Vice-President, or if not available, to the President. Please see step II below.

b. Major Complaint:

- i. Notification is to be immediate (if possible) but especially in the case of a major complaint and one for which criminal proceedings could be initiated.
- ii. Notification is to be made to one of two parties: the Vice-President or the President.
- iii. If the matter is serious and could result in criminal charges and/or proceedings under other relevant legislation notifications may/will be made to the relevant authorities (police, Children’s Aid Society etc.).
- iv. If circumstances warrant, notification can be originally entered verbally but **must be entered in writing** and submitted to the Vice-President.
- v. The complaint will be officially logged by the Vice-President in Complaint Intake Log. This log will register the Date and Time of receipt, the Complainant, a Synopsis, Notification made, the Action to be taken, an Assignment for Investigation (if required) and a Diary Date for conclusion.
- vi. Investigation of the Complaint will be assigned by the Risk Management member of the NCOHA Executive.
- vii. At the conclusion of this investigation, the matter will be referred to one of three bodies:
 1. NCOHA Risk Management, Discipline and Ethics Committee for resolution. In this case the resolution will be decided by the committee and provided to the NCOHA Board and the relevant parties to the complaint (where appropriate). It may also be provided to the OMHA. Disclosure will be determined by the Executive upon recommendation by the Risk Management, Discipline and Ethics Committee.
 2. OMHA – If the matter requires further investigation by an outside agency related to hockey policy and procedures it may be provided to the OMHA.
 3. Children Aid Society or Police Service of Jurisdiction: If the investigation reveals that the matter requires further investigation as related to criminal legislation or relevant provincial legislation, this notification and disclosure will occur.
- viii. At the conclusion of option VII(1) and/or VII(3), the matter may be returned to the NCOHA Disciplinary Committee for resolution.

NOTE: Please see attached chart for clarification. Also the Complaint Intake Log is maintained on the NCOHA Predator Web-site in a controlled environment to limit access.





For the 2012-2013 season, the NCOHA Predators have created a specific policy relating to cyber-bullying and the taking and/or use of digital images. Please review the following:

Critical Policy 2012-2013: CYBER-BULLYING & DIGITAL IMAGES

Critical Policy of NCOHA Predators:

The NCOHA Predators places a high priority on the safety and well-being of its players and team officials. Two current areas of concern in sport are cyber-bullying and the misuse of digital images of athletes. For 2012-2013, these areas are priorities for the NCOHA Predators. It is the intention of this policy to address the negative consequences and/or applications of bullying, cyber-bullying, the misuse of digital and/or photographic images, and the reporting of these phenomena within the NCOHA Predators.

BULLYING & CYBER-BULLYING

Bullying can occur in many forms and has existed in sport at all levels although it has declined dramatically due to various regimes of oversight. Since traditional bullying normally occurs in person, it can usually be off-set by the presence of a team official and/or reporting by the victim or witnesses. The increasingly common practice of electronic social networking, however, has introduced a new dynamic into bullying, making the undesirable phenomenon more insidious and difficult to detect. As a result of this social trend, and the impact upon youth, the NCOHA Predators have opted to create a specific policy pertaining to cyber-bullying. This policy was written for three purposes, all of which are premised on the notion of providing our players the best protection and most positive sporting environment possible:

- To increase awareness of “cyber-bullying”;
- To underscore the unacceptable nature of “cyber-bullying” within the NCOHA Predators’ organization; and
- To provide a policy for the reporting, investigation, and potential ramifications for “cyber-bullying” within the organization.

Bullying is an act of prolonged or persistent, aggressive behavior intended to intentionally harm/embarrass another person, physically or mentally. Bullying is often characterized by an individual behaving in a certain way to gain power over another person. Individuals can bully others, but so can groups. Either way, bullying is about making someone feel small and powerless. In short, it has no place on a team – in fact, it is diametrically opposed to a team mentality.

Cyber-bullying is a form of bullying/harassment that makes use of the latest technology. This may include texting, e-mail, Facebook, blogs, digital images or other social networking media to disseminate its message. The term cyber-bullying is a relatively new one that has been defined in different ways by different organizations. In essence, however, it is when electronic devices are used to send harmful or embarrassing messages to others.



Cyber-bullying differs from the more traditional forms of bullying in that it can occur at any time - literally 24-hours a day and away from the oversight of a coach or team official. Email messages, videos and images can be distributed instantaneously to a world-wide audience with the perpetrator remaining anonymous, often making them difficult to trace. In cases of cyber-bullying, the victim often suffers in isolation with no way of combating the message being sent. Further, the victim loses all control of the situation due to the fact that the negative message present in cyber-space for all to read.

The NCOHA Predators are raising awareness of cyber-bullying and have established a specific process for dealing with it in accordance with OMHA's Risk Management policy on harassment. While it will fall under the complaints process, a few specifics apply:

- It is the responsibility of all team officials, parents or players to report suspected instances of cyber-bullying;
- Reporting is to be done to the Vice-President, as per the Complaints process;
- The Vice-President is to report suspected cases to the Executive member for Risk Management;
- Any person with access to evidence of a case of cyber-bullying (electronic image, text, hard copy, etc.) is to acquire this evidence with the appropriate time and date and forward with the report;
- The investigation of the incident is to be carried out as directed by the Executive member for Risk Management. The investigation may involve the Risk Management/Discipline and Ethics Committee in accordance with OMHA and NCOHA policy on issues dealing with harassment.

DIGITAL IMAGES

Digital images have often been utilized in instances of cyber-bullying. The misuse of digital images, however, has become difficult to combat due to the evolving capacity of digital devices. To prevent problems of this nature, the NCOHA Predators will not allow the taking of digital/photographic images in the dressing rooms. This rule is to be strictly enforced by the Coach of each Predator team. Failing to adhere to this policy will result in ramifications for teams.

AWARENESS OF POLICY & DUTY TO REPORT

This document will be included in the NCOHA Parent/Player Handbook and, as such, disseminated to all NCOHA Predator families. As well, all coaches must address players and parents regarding this policy.



Critical Policy 2012-2013: NCOHA Predator Apparel & Equipment

For the 2012-2013 season, the NCOHA Predators have sought to make decisions pertaining to Predator Uniforms, Apparel and Equipment more inclusive. To this end, an Apparel Committee was established comprised of two members of the Executive and a representative from every team, and chaired by the Executive Equipment Convenor. The NCOHA's colours are those of the 2012 Nashville Predators of the NHL. In terms of game uniform/equipment, Predator apparel, and pre-game dress code for players and team officials, the NCOHA Predators have specific guide-lines. All uniform apparel has been approved by the organization and the Eastern AAA league and is in accordance with the policy emanating from the OMHA, the OHF and Hockey Canada.:

Game Apparel and Equipment:

All uniform jerseys, pants, socks, and Predator stickers are to be purchased via the designated NCOHA supplier to ensure uniformity and consistency across the organization. For additional items such as helmets, gloves, etc., the vendor will provide a pricing index. For 2012-2013, the designated vendor is Orillia's Source for Sports.

- All players must wear the specified navy blue pants bearing the Predator logo;
- All players must wear a navy blue helmet bearing the Predator logo. Helmets must not have any other colours with the exception of the logo and player number.
- All players must wear navy blue and or navy blue with white on the exterior of their gloves. No other colours are permitted. All players must be in compliance by the first game of the regular league play.
- All players must have one home and one away sweater.
- All players must have two pair of Predator socks.
- Socks are to be purchased by the players and are to remain their property.
- Uniform jerseys are also the property of the player and may be utilized for more than one year. They are to be reviewed each year by the Equipment Convenor to ensure they are presentable for the following season. Torn or discoloured jerseys will be replaced at the expense of the player or team.
- The embroidery/screening for all Predator apparel is to be done by the vendor as selected by the Apparel Committee to ensure uniformity and consistency.

Pre-Game Apparel and Dress:

All players and team officials are ambassadors of the organization at all hockey functions. For that reason, and to appear professional and consistent, the NCOHA Predators maintain a "dress code" for attending hockey games. Proper attire will consist of the following, as established by the Head Coach and Apparel Committee:



- Dress pants, button-up shirt with tie worn with approved Predator winter jacket or approved Predator warm-up/shell jacket.
- Predator Warm-up suit and Predator shirt.
- For pre-game warm up all players must wear Predator shorts and t-shirts.
- All Predator Team Officials and Bench Staff must wear the approved Predator jacket along with dress pants, button-up shirt and tie. NOTE: An exception can be made for the trainer given where a crew neck Predator shirt may be worn.

Mandatory Predator Apparel:

All mandatory apparel has been determined by the Apparel Committee for the 2012-2013 season.

- Predator navy pants with logo and number.
- Predator all navy helmet (no other exterior coloured insert of trim)
- Predator navy & white gloves
- Predator equipment bag
- Predator wind suit
- Predator winter coat
- Predator warm-up shorts and Predator yellow t-shirt

Predator Uniform

Sweaters must be worn outside players' hockey pants during all games played (ETA ruling). All sweaters will bear the OMHA & ETA logo and Canadian flag on the shoulder or arm.

Acknowledgment

To: NORTH CENTRAL ONTARIO HOCKEY ASSOCIATION

I have read the Player/Parent Handbook and understand what I have read.

I am committed to doing my part to contribute to the success of my Team and the NCOHA.

I am committed to following the Rules and Guidelines as set out by the Coaching Staff, NCOHA and by OMHA.

Dated this _____ day of _____, 201__

Print Player Name

Player Signature

Print Parent Name

Parent/Guardian Signature

Print Parent Name

Parent/Guardian Signature

Team: _____