



METRO EAST INFERNO FEMALE HOCKEY ASSOCIATION

Policies and Procedures Manual

August 29, 2025.



TABLE OF CONTENTS

INTRODUCTION	2
DEFINITIONS, ABBREVIATIONS & EXPLANATIONS	3
POLICY # 1.0 – MEIFHA EXECUTIVE BOARD	8
POLICY # 2.0 – BOUNDARIES	10
POLICY # 3.0 – CATEGORIZATION, TEAM STRUCTURE & OPERATIONS	11
POLICY # 4.0 – PLAYER REGISTRATION & FEES	12
POLICY # 5.0 – ON ICE OFFICIALS REGISTRATION & FEE	14
POLICY # 6.0 – NUMBER OF PLAYERS ON A TEAM	15
POLICY # 7.0 – PLAYER REGISTRATION, RELEASES & TRANSFERS	16
POLICY # 8.0 – PLAYER AFFILIATION, MOVEMENT & ACCELERATION	17
POLICY # 9.0 – PLAYER DRIVING	19
POLICY # 10.0 – TRAVEL PERMITS	20
POLICY # 11.0 – NUMBER OF GAMES AND TOURNAMENTS	21
POLICY # 12.0 – ICE ALLOTMENT	22
POLICY # 13.0 – CODE OF CONDUCT PROGRAM	23
POLICY # 14.0 – SOCIAL MEDIA	29
POLICY # 15.0 – GRIEVANCE or COMPLAINTS PROCESS	31
POLICY # 16.0 – DRESSING ROOM SUPERVISION	32
POLICY # 17.0 – FAIR PLAY CODES.....	33
POLICY # 18.0 – COACH SELECTION PROCESS.....	35
POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS ...	37
POLICY # 20.0 – TEAM FINANCES & FUNDRAISING	55
POLICY # 21.0 – SPONSORSHIP	60
POLICY # 22.0 – ON-ICE HELPERS	61
POLICY # 23.0 – EQUIPMENT AND JERSEYS	62



INTRODUCTION

This document provides Policy and Procedure information for Coaches, Managers, Volunteers, and Members of Metro East Inferno Female Hockey Association (MEIFHA). These Policies and Procedures are designed to ensure that MEIFHA Members deliver and/or receive a positive hockey experience.

This document applies to all Coaches, Managers, Volunteers and Members of Metro East Inferno Female Hockey Association without exception.

This document supplements Hockey Nova Scotia (HNS) and Hockey Canada (HC) guidelines and does not replace or supersede any of their bylaws, regulations or policies.



DEFINITIONS, ABBREVIATIONS & EXPLANATIONS

“Annual General Meeting” - the MEIFHA meeting is open to all Members held on a date, to be determined by the Executive, at the end of each Hockey Season and prior to the beginning of the following Hockey Season.

“Annual Operating Budget” - the financial/accounting document setting out in detail the proposed revenues and expenses for a hockey season, the sufficiency of which will be determined by the Executive.

“Category” - the level of play within an Age Division (eg. AAA/AA/A/C). Note: some organizations use the term “level” in lieu of “category.”

“Division” - the hockey age of players (eg. U7/U9/U11/U13/U15/U18)

“Hockey Canada Mentorship Program” - a major mentorship program where experienced coaches are trained to work with younger less experienced coaches.

“Hockey Canada Initiation Program” - a program based on the philosophy of fun and enjoyment for beginning hockey players up to age ten years. The philosophy emphasizes skating skills and fun versus competition and games.

“CRC with VSC” – Criminal Record Check **with** Vulnerable Sector Check

“Discipline Committee” - the committee responsible for all game related discipline and hearings, made up of members of the Executive.

“Executive Board” - the elected and appointed members of the MEIFHA who are responsible for the overall management of the Association. Throughout this document, the Executive Board may be identified as the Executive, Board or Executive Committee.

“FC or FCHNS or HNSFC” - Female Council of Hockey Nova Scotia

“FHA” – Female Hockey Association

“Fundraised Money” – All funds (other than parental contributions) which are raised through an approved Fundraising Activity. This also includes all forms of Sponsorship (even if a parent owns the company which has provided the Sponsorship). If you are unsure whether funds or a tangible item is considered as fundraised, it is your responsibility to contact the Financial Assistance Coordinator for Clarification.

“Fundraising Activity” – A planned event that has been approved by the Financial Assistance Coordinator to raise money for a team toward approved expenditures.



DEFINITIONS, ABBREVIATIONS & EXPLANATIONS (CONT'D)

“Hockey Canada” is the governing body for amateur hockey in Canada. Throughout this document Hockey Canada may be identified as HC.

“Hockey Nova Scotia” is the governing body for amateur hockey in Nova Scotia. MEIFHA is a member of Hockey Nova Scotia. Throughout this document, Hockey Nova Scotia may be identified as HNS.

“Hockey Season” - the period beginning August 1st and concluding April 30th of the following calendar year.

“Hockey Team” - a registered group of players who are all qualified in a Division comprised of not less than twelve (12) players (Exclusive of affiliated players) and not more than nineteen (19) players.

“Import Player” - a player who resides outside the boundaries of the MEIFHA.

“Ineligible Player” - a player who is not properly or fully registered in good standing with MEIFHA.

“Interim Budget” - The sum of actual allowable expenditures “to date” and projected allowable expenditures by a team for a given hockey season.

“Legacy Transfer” - any player in good standing residing outside the MEIFHA zone, who's transfer request and subsequent registration was approved for the previous season.

“Legal Guardian” - a person whom is granted guardianship of a player under the age of eighteen (18) years by the law courts of competent jurisdiction.

“Majority” - one vote more than fifty per cent (50%) of the votes cast.

“Metro East Inferno Female Hockey Association” – the recognized governing body for female hockey within the boundaries of Cole Harbour Bel Ayr Minor Hockey Association, Dartmouth Whalers Minor Hockey Association, East Hants Minor Hockey Association and Eastern Shore Minor Hockey Association, which comprise the Metro East zone. The Executive Board of Directors are charged with conducting the business of female hockey in accordance with the Bylaws and Constitution of the Association and the Policies & Procedures of the Association. Throughout this document, the Association may be identified as MEIFHA or the Association.



DEFINITIONS, ABBREVIATIONS & EXPLANATIONS (CONT'D)

"Metro East Inferno Female Hockey Association Member" - has been approved as a member by the Executive, or is a member of coaching staff, manager, official, any other volunteer position, or parent/legal guardians, in good standing of a player currently registered with the MEIFHA. Throughout this document, a MEIFHA Member may be referred to as Member.

"MHA" – Minor Hockey Association

"Nova Scotia Female Hockey League" – the hockey league in which Metro East Inferno teams participate. Throughout this document the league may be referred to as NSFHL. MEIFHA is a member of the NSFHL. The MEIFHA President or another appointed member of the Executive to communicate and correspond or liaise between MEIFHA and the league.

"Parent Member" – Parent or Legal Guardian of a player.

"Parental Contribution" – funds received from a parent's personal financial contribution.

"Past President" - the formerly elected President who will assist the Executive Board of Directors in the management of the MEIFHA.

"Players" - registered player members in good standing.

"Player Contribution" – the total of the proceeds of a player or that player's parent member at a Fundraising Activity and that player's Parent Contribution which is contributed toward the Team Operating Budget.

"President" - an elected member of the Executive Board of Directors who is in charge of the management of the Executive Board of Directors.

"Regular Meeting" - the MEIFHA meeting held monthly over the course of the Hockey Season.

"REC Hockey" - REC or recreational hockey is for those new or fairly new to hockey and/or those interested in playing hockey ~ 2 to 3 times a week, in a more relaxed, less competitive environment. REC hockey is about developing, learning the game and having fun! REC hockey may be designated as an A, B or C category hockey in any given season, as dictated by the Female Council of Hockey Nova Scotia.

"REP Hockey" - REP or representative hockey is for more experienced and skilled hockey players interested in playing ~ 3 to 5 times a week, who enjoy a more intense, competitive environment. REP hockey is about developing, learning and having fun! REP hockey may be designated as AAA, AA or A category hockey in any given season, as dictated by the Female Council of Hockey Nova Scotia.



DEFINITIONS, ABBREVIATIONS & EXPLANATIONS (CONT'D)

"Sponsorship" – monies paid directly to MEIFHA or directly to a MEIFHA team by a Business, Company or Corporation.

"Suspension" - a temporary debarring of a person from the privileges of playing hockey games or association with a Hockey Team or Member. A suspension must stipulate a length of time or number of hockey games or type of hockey games or combination thereof.

"Team Budget" – projected allowable expenditures by a team for a given season.

"Team Operating Expense" – the total of actual allowable and approved expenditures by a team in a given hockey season upon the hockey season's end.

"Team Treasurer" – volunteer position on a team whose responsibilities include (but are not limited to) the following duties; manage the team bank account, manage the Team Budget and interim expenditures, collect Parental Contributions, collect Fundraised Monies. The Team Treasurer must be at arm's length to the Coach and Team Manager. In no case shall the Team Treasurer be the same person as the Head Coach or Team Manager, or related to them.

"U18 Major Hopeful" – Any U15 or U18 MEIFHA player who has contacted our VP Administration to declare their intention to compete for a spot in the Maritime Major Female Hockey League (MMFHL) for the upcoming season.



POLICY # 1.0 – MEIFHA EXECUTIVE BOARD

a) The MEIFHA Executive Board are the elected and appointed members who are responsible for the overall administration of the Association's By-Laws, Policies and Procedures. The specific Executive Board roles and their responsibilities and authority, defined in **MEIFHA By-Law SEVEN and By-Law EIGHT** are as follows:

- Past President
- President
- Executive Vice-President
- Vice-President Hockey Operations
- Vice-President Finance
- Vice-President Administration
- Development Coordinator
- Registrar
- Secretary
- Ice Scheduler
- Division Coordinator (U7, U9, U11, U13, U15, U18)
- Coach Coordinator
- Risk Management Coordinator
- Financial Assistance Coordinator
- Equipment Manager
- IT Coordinator
- Community Events Coordinator
- Referee-In-Chief

Additionally, we would like to note the following additional roles to be ratified in our By-laws (subject to approval by member vote):

- First Shift Coordinator
- REC Coordinator
- Goaltending Coordinator
- IT Coordinator officially becomes Website Administrator

b) The MEIFHA Executive shall meet regularly throughout the calendar year as per **MEIFHA ByLaw TEN**. Regular meetings will take place during the evening hours of the first Sunday of the month. If the Monday following the first Sunday of the month is a holiday, then the regular meeting shall either take place on the following Sunday.

c) All written communication to MEIFHA members must first receive written approval from the President or Executive Vice-President.

d) Some topics of discussion are sensitive and often confidential. MEIFHA Executive Board members shall be cognizant of this and will be subject to a non-disclosure agreement. The nondisclosure agreement is in place for the privacy and protection of Metro East Inferno Female Hockey Association and its membership.



POLICY # 1.0 – MEIFHA EXECUTIVE BOARD (CONT'D)

e) An MEIFHA Officer shall be copied in any written communication by an Executive member to the Regional Director, any Hockey Nova Scotia representative or any representatives of Leagues in which MEIFHA plays. MEIFHA Officers are defined in **MEIFHA By-Law 7.1.**

EXECUTIVE MENTORSHIP

MEIFHA Executive members who have vacated their position at the end of their term (referred to as “mentor”) are expected to mentor their replacement until December 31st of the year the new board member was elected. The mentor may attend regular board meetings during the mentoring time period but shall not be entitled to vote at these meetings.



POLICY # 2.0 – BOUNDARIES

Players wishing to play female hockey in Nova Scotia must register online with one of seven geographical zones based on where they live. These zones are made of the regions represented by Hockey Nova Scotia's current Minor Hockey Association (MHA) borders. Registration is done online through the Hockey Canada Online Registration System.

The MEIFHA is the recognized governing body for female hockey within the Female Metro East zone. This includes players who live within the borders of the Cole Harbour MHA, Dartmouth MHA, East Hants MHA and Eastern Shore MHA.



POLICY # 3.0 – CATEGORIZATION, TEAM STRUCTURE & OPERATIONS

The MEIFHA is set in place to provide opportunities for female hockey players within the Metro East Zone to play the game of hockey at the level they are capable of and wish to play within a competitive structure. The MEIFHA participates in leagues operated under the auspices of Hockey Nova Scotia.

CATEGORIZATION OF TEAM PLAYERS

All Players registered in the MEIFHA agree to abide by the rules and regulations of Hockey Nova Scotia (HNS) and Hockey Canada (HC). Some of these rules and regulations determine the level that MEIFHA teams must compete at in terms of provincial competitions. This also applies to the league in which MEIFHA participates.

TEAM OPERATIONS

- a) All Coaches, Parents and Players must work together to set values, define team direction and ensure ALL participants are aware of the team's goals and values.
- b) The Team Manager and Team Head Coach cannot be the same person or be related to each other.
- c) The Team Treasurer must be at arm's length to the Head Coach and Team Manager. **In no case shall the Team Treasurer be the same person as the Head Coach or Team Manager, or related to them.**
- d) Team disciplinary guidelines should be implemented for the upcoming season. These guidelines will not supersede MEIFHA's disciplinary policies, but are meant to work in addition to or in parallel.
- e) Teams are responsible to complete a team contract, signed by all Coaches, Players and Parents, which shall be submitted to the Division Coordinator of that team's division.
- f) All MEIFHA teams must hold a mandatory Parent Meeting at the start of the season to discuss operations, volunteer requirements, team finances as well as anything else related to the hockey season.
- g) Though not mandatory, teams are encouraged to hold interim parent meetings to ensure that they are on track and following the guidelines set at the beginning of the year.
- h) At a minimum, one Team Official must be represented at all Association Coach/Manager meetings and Development Sessions.
- i) All Hockey Canada (HC), Hockey Nova Scotia (HNS) and MEIFHA Policies & Procedures must be followed with respect to the hockey season and team operations.



POLICY # 4.0 – PLAYER REGISTRATION & FEES

- a) The Metro East Inferno Hockey Association will determine Registration dates and fees on an annual basis.
- b) The Registrar, VP Administration and VP Finance shall prepare a written communication for Registration requirements, which will ultimately be approved by the MEIFHA Board and distributed to MEIFHA members via email, website posts, and social media referencing both.
- c) The Registrar shall present the Executive with an accurate listing of all players, after registration has been completed. This shall be updated on a monthly basis with copies/shared files available to MEIFHA Executive.
- d) Any 50/50 fundraising proceeds applicable to individual registration fees for the upcoming season, will be administered and entered into the system before registration opens.
- e) All Players **MUST** be REGISTERED before they step on the ice. NO EXCEPTIONS.
- f) MEIFHA accepts payment by credit card through the registration platform only. Any and all additional payment arrangements (ie: EMT/Funding or due to other exceptional circumstances) must be approved, in writing (email), by the VP Finance and may be subject to additional service charges.
- Preseason fees (Development Sessions and/or Evaluations) are due at registration.
 - Registration fees can be paid in full, upon registration.
 - Alternatively, an **instalment plan** can be chosen for a non-refundable fee of \$25:
Initial payment: 10% of registration fee must be paid in full upon registration.
Three Instalments: Remaining registration fees are due on October 1st (34%), November 1st (33%) and December 1st (33%). *Note: A **Late Payment Fee** will be applied if full Registration Fees are not received by December 15th of the current hockey season (10% of the remaining balance owing).*
- g) Players U11 to U18 registering after the deadline (set and published annually in the registration information), incur a \$75 late registration fee. Exceptions will be given for players able to join teams after our First Shift program, *declared* U18 Major Hopefuls, and any players invited to register from the wait-list, who signed-up prior to the deadline.
- h) All Registration Fees, including concession fees (i.e. Late Fees) must be paid in full by December 30th of the current hockey season. No Player will be permitted to participate in any practice, game, or any other MEIFHA sanctioned event until full payment is received.
- i) Players with outstanding balances to MEIFHA or any other hockey association will be blocked from registering for subsequent seasons until the balance owing has been paid or a payment plan has been put in place, in writing, with the VP Finance.



POLICY # 4.0 – PLAYER REGISTRATION & FEES (CONT'D)

j) Discounts: *applicable discounts requiring refund, processed AFTER full payment received*

- Goaltender Discount U11 - U18, as reflected in annual registration fee information.
 - Minimum trial period for new goalies is until November 15th after which registration fees will be prorated/adjusted on a case by case basis.
- Multi-Sibling Discount, available upon request ONLY
 - 10% discount applied to lowest registration fee for one (1) sibling when three (3) or more siblings are registered with MEIFHA or any of the four (4) MHA's (Cole Harbour/Bel Ayr, Dartmouth, East Hants, Eastern Shore).
 - Requests must include the names of all siblings and their associations, (if not MEIFHA), emailed to the VP Administration and VP Finance, by Dec 30th.
 - Goaltenders have already received a discount and therefore are ineligible.

k) Refunds:

- Refund of Preseason Development Session and/or Evaluation fees due to reasonable circumstances, will be considered on a case by case basis.
- Refunds are subject to a \$15 administration fee.
- The \$25 Instalment fee is non-refundable.
- The \$75 late registration fee is non-refundable, (exceptions noted in Policy #4.0 (g)).
- The Hockey Canada Insurance Premium portion of the Registration Fee cannot be refunded after week 10 of play, no exceptions.
- No Refund will be processed after February 1st.

l) Prorated registration fees and exceptional refunds: No prorating will be considered if a player starts prior to week 10 of any season, nor refund given if a player decides to leave after week 10, except for players with extenuating circumstances. This may include, but is not limited to illness or injury, or a family move in or out of the MEIFHA Zone. *Please note that exceptions for medical reasons, require supporting documentation, signed by a physician, be submitted to the Division Coordinator for presentation to the Executive.*

How is a prorated fee or refund calculated?

- A weekly fee (per division) is calculated: Registration fee (including instalment portion) minus the HC Insurance Premium) divided by 20 weeks.
- The 20-week season is outlined each fall, from Sunday ~ Oct 1, excluding 2 weeks over the Holidays, through to Saturday week 20 ~ March. The start/end date of play determines the total number of weeks played which is then multiplied by the weekly fee to find the amount to be prorated or refunded.
- All prorated fees will include Hockey Canada Insurance Premiums (all non-First Shift players), and concession fees per policy.

m) **Import Players** (see definition) must be fully transferred and registered with MEIFHA. Any seeking evaluation for placement on U13/U15AAA or U11/U18AA (top category) ONLY, may request a full refund of registration fees AFTER they are unsuccessful and choose to leave MEIFHA after these teams have been named. The evaluation fee is non-refundable.



POLICY # 5.0 – ON ICE OFFICIALS REGISTRATION & FEES

- a) The MEIFHA currently does not have its own Officials. Under the guidance of Hockey Nova Scotia Female Referee-In-Chief, MEIFHA utilizes registered HNS Officials from the MHA's within the Female Metro East Zone.
- b) The MEIFHA Referee-In-Chief manages all matters related to officiating and liaises with the MHA Referee-In-Chiefs within the Female Metro East Zone.
- c) All Officials must be registered, certified and insured through Hockey Nova Scotia.
- d) A (3) Three-Official system should be used for all U11 and U13 games, all U15 AA, A or B games and all Community "C" games.
- e) A (4) Four-Official system should be used for all U15 AAA and all U18 AA games.
- f) All U9 games shall follow Hockey Nova Scotia/Hockey Canada guidelines for officiating Requirements.



POLICY # 6.0 – NUMBER OF PLAYERS ON A TEAM

The MEIFHA Executive will determine the number of Players per Team, based on the number of registrations received in each division. This will be determined on a year-to-year basis. The following guidelines will be considered, in conjunction with any rules and requirements of Hockey Canada (HC) and/or Hockey Nova Scotia (HNS).

U18	17 skaters	2 goalies
U15	15 skaters	2 goalies
U13	15 skaters	2 goalies
U11	15 skaters	2 goalies
U9	20 -24 players	
U7	30 - 40 players	

Further to the guideline above, there may be circumstances, due to registration numbers and/or late registrants, where more than 15 skaters will be placed on a U11, U13 or U15 team. In cases where there are multiple teams in one Division and Category, the MEIHA Executive will consider each Team's circumstance before placing additional skaters on a Team.



POLICY # 7.0 – PLAYER REGISTRATION, RELEASES & TRANSFERS

- a) All MEIFHA players must be properly registered in the Hockey Canada Registry (HCR).
- b) Any Player can be added to a Team roster on or before February 10th of the current Hockey Season provided that Player has not signed with another Team or they have received a Player Release prior to January 10th of the current Hockey Season.
- c) President, Registrar and Executive Vice-President shall have signing/approval authority for all player movement (transfers and releases). The MEIFHA Executive reserves the right to approve exceptional releases and transfers.
- d) Players seeking movement out of MEIFHA must comply with all HNS/HNSFC requirements when applying for Release. Players are subject but not limited to the following:
- No Player in poor standing or serving a suspension will be released
 - No Player can be released after January 10th of the current playing season
 - Reasons to expect approval include moving out of Female or Minor Hockey, moving because MEIFHA has no top level team or no team available for your age division.
- e) Players seeking movement into MEIFHA must comply with all HNS/HNSFC requirements when applying for Transfer. Players are subject but not limited to the following:
- Players must be in good standing, free of suspensions, and officially released from their home association before they will be considered.
 - Players moving into the Metro East Zone must complete the appropriate Parent Declaration/ Change of Address procedure as outlined by HNS/HNSFC.
 - Reasons to expect approval include moving from Coed to Female hockey, moving to Minor hockey, moving to support numbers in an age division, or moving because a home association lacks a top level team or any other team in your age division.
 - Transfer applications will be processed as requests are received when:
 - a. Players already reside within the Metro East Zone and are moving from Coed to Female hockey or moving into the Minor Stream.
 - b. Players are Legacy Transfers
 - Transfer applications for players residing outside of the Metro East Zone, moving between Female Associations, moving from Coed to Female hockey or moving into the Minor stream, will not be processed until after the MEIFHA late fee deadline (as published each season) and team/category decisions have been considered.
 - Any transfer requests received after the late fee deadline, may be delayed until overall season numbers have been considered.
- f) Only twenty (20), two (2) of which must be Goaltenders, can be dressed to play on a Team (U11 - U18) at any one time.
- g) Any Coach, Manager or Team Official who adds an ineligible player to a game sheet for the purpose of playing in that game is deemed to have played an ineligible player. The offending Coach or Team Official will be suspended as per HNS/HNSFC guidelines and ineligible to hold a position in any club or on any team during such suspension.



POLICY # 8.0 – PLAYER AFFILIATION, MOVEMENT & ACCELERATION

PLAYER AFFILIATION

The purpose of the player affiliation program in the MEIFHA is to assist teams where they may have an injury(s) or do not have enough players to compete in a game situation. The affiliation agreements allow a higher-level team to “bring up” identified players or Affiliate Players (AP's) from a lower level team. In most cases, the Affiliated Players (AP's) are “brought up” in the case of an injury situation. Coaches who bring up Affiliated Players (AP's) and then sit their own team's rostered players will be disciplined by the MEIFHA.

a) All MEIFHA player affiliations (AP's) shall be executed under the rules and guidelines of Hockey Nova Scotia.

b) MEIFHA reserves the right to determine on a yearly basis how Association teams will be affiliated. The process that Coaches and Teams must follow when using Affiliated Players (AP's) is as follows:

- The Coach of the higher level team first makes contact with the Coach of the AP and asks for permission;
- The Coach of the AP contacts the parents of the AP and asks for availability and permission;
- Once agreed and permission is granted by the lower-level team, it is the responsibility of the higher-level Coach to notify, in writing, the MEIFHA Division Coordinator and the HNS Metro East Zone Regional Director. The AP Coach should also be included in the written notification.
- Higher-level Teams or Coaches must not contact the Affiliated Player (AP) directly. All communication must be conducted Coach to Coach or Team Official to Team Official.
- All Affiliated Players (AP's) must be clearly indicated on the game sheet
- It is the Coach's responsibility to track the number of games played by an AP so not to exceed the number of games permitted under Hockey Nova Scotia (HNS) regulations.

PLAYER MOVEMENT

Player movement may take place, however only within the guidelines of Hockey Nova Scotia and after consultation with player, parents, coaches, the MEIFHA Division Coordinator and with the approval of MEIFHA Executive.

PLAYER ACCELERATION (Exceptional Player)

The purpose of this policy statement is to provide a process for a hockey player who has demonstrated exceptional skill and ability during the evaluations and preseason to play above the evaluated level or above her normal age category. This is to allow the development of a Player's abilities; by advancing her to the division which best suits her. Any Player acceleration shall follow the guidelines and process provided within Hockey Nova Scotia (HNS) regulations. Note that there is a detailed process and potentially significant cost associated with Player Acceleration.



POLICY # 8.0 – PLAYER AFFILIATION, MOVEMENT & ACCELERATION (CONT'D)

IDENTIFICATION

Identification of hockey players eligible for acceleration can include but is not restricted to, any member of the association, Executive or involved coaching staffs. Upon approval from the Executive, the completion of the acceleration process will follow Hockey Nova Scotia guidelines with the assistance of the Hockey Nova Scotia Female Metro East Zone Regional Director.



POLICY # 9.0 – PLAYER DRIVING

Players are not to drive themselves to any out of town games (+100 Kms one-way), except where other travel arrangements cannot be provided. In those cases, the following guidelines will be in effect:

- a) While travelling to all out of town games, players must exhibit a "Driving within the Law" attitude and follow the "rules of the road". Failure to do so could result in travelling privileges being revoked for that Player and/or Team.
- b) Players must inform Team Management that they are driving and how many people are travelling with them.
- c) The Hockey Canada Insurance program covers "Transportation directly to and from the arena or venue." This may include any reasonable Team sanctioned stops. Sanctioned stops may include but are not limited to, team meals, vehicle consumables and vehicle repairs.
- d) Drivers must have a valid driver's licence and adequate insurance.



POLICY # 10.0 – TRAVEL PERMITS

- a) Travel permits are subject to Hockey Nova Scotia rules and regulations.
- b) The Hockey Nova Scotia (HNS) Metro East Zone Regional Director is responsible for receiving any travel permit requests from Association members. Upon approval the document shall be returned to the originating Team. Verification for out of zone travel will now be considered complete.
- c) No MEIFHA Team shall be permitted to play exhibition or tournament interbranch games of any kind, without the written permission of Hockey Nova Scotia and MEIFHA.
- d) To obtain permission to take a Hockey Nova Scotia (HNS) and MEIFHA team for an Inter-branch trip, the following procedures must be followed:
 - The Team must first obtain written invitations from the out of branch team or organization.
 - The letter of invitation MUST include the full details of where and when the competition will be held.
 - Upon receipt of the invitation the Team must notify the MEIFHA Division Coordinator by email of its request to participate in the stated event. The Division Coordinator will advise the MEIFHA Executive Committee of the request and IF approved, the Team will apply for the required travel permit. Notice of travel intent should be received by the MEIFHA forty-five days (45) prior to the day of the event.
 - All MEIFHA Bylaws, Policies and Procedures apply to all Team members while participating in this Event.



POLICY # 11.0 – NUMBER OF GAMES AND TOURNAMENTS

MEIFHA refers to Hockey Nova Scotia Regulations in determining the maximum number of games and/or tournaments. The current maximums are as follows:

TEAM	GAMES	TOURNAMENTS
U18 AA & A	65	3
U18 C	65	3
U15 AAA, AA & A	65	3
U15 C	65	3
U13 AAA, AA & A	60	3
U13 C	60	3
U11 AA, A & B	45	3
U11 C	45	3
U9 Intermediate	30 Half-ice	3
U9 Development	30 Half-ice	3
U7		4 jamborees

The maximum number of games noted above are defined as all exhibition, league and tournament games. A tournament would count as three (3) games. The above cap includes all hockey except for Regional, Conference, Day of Champions, Provincial Championships and League Playoff Games.



POLICY # 12.0 – ICE ALLOTMENT

- a) Registration Fees set by the Executive at the beginning of each season shall include the base ice allotment of twenty (20) 1-Hour On-Ice practices, all Regular Season and Playoff AWAY games and the first hour of each Regular Season and Playoff HOME Game, usually beginning the first week of October. The MEIFHA will strive to provide full ice practices for all U11 to U18 teams when possible. The MEIFHA Ice Scheduler will strive to provide each team with one (1) practice and one (1) home game per week. Throughout the course of the year, circumstances may be such that team ice schedules change.
- b) Each year, the Ice Scheduler will attempt to assign a minimum of twenty (20) 1.5 Hour Practices for all AAA & AA teams. Teams will be billed by MEIFHA for the additional 0.5 Hour per practice.
- c) Teams will be billed for any ice assigned or purchased over and above the total allotment noted in (a) above.
- d) Each year after reviewing the number of registrants and number of teams, the MEIFHA Executive may assign early morning ice slots to enable each Team to have their regular weekly practice.
- e) If any Team cancels their scheduled ice time, the Ice Scheduler will then distribute this ice time throughout the MEIFHA on an equal basis and keep a record of this distribution.
- f) Cancellations cannot be made in the current block-booking arrangement with many of the arenas in which MEIFHA hold ice contracts. All efforts must be made by teams to ensure allotted ice time slots are used. Teams are responsible for the ice time allotted to them by the Ice Scheduler. Trading or selling practice ice time slots must adhere to the guidelines provided by MEIFHA, which may vary from season to season, depending on MEIFHA ice contracts.
- g) Cancelled home games may be subject to reimbursement from the individual Team to the MEIFHA.



POLICY # 13.0 – CODE OF CONDUCT PROGRAM

Metro East Inferno's Code of Conduct program shall herein after be referred to as "For the Love of Female Hockey".

PHILOSOPHY

Participation in hockey, whether as a Player, Coach, or Spectator, should be enjoyable. People should have a love of the game and look back on their experience with fond memories. As such, it is important that the conduct of Spectators, Coaches and Players amongst themselves be carried out in a mature and professional manner, both on and off the ice.

The MEIFHA views this program as a support mechanism, to the many excellent volunteers, coaches and parents who are in the majority and who have always practiced and subscribed to the fundamental principles of fun, respect and positive development of the game. We see this program as a vehicle to assist them to further these values and make hockey even better and more enjoyable.

The Code of Conduct Program is a celebration of the positive elements of the game. The MEIFHA encourages all participants to support our program, "For the Love of Female Hockey", to make our game and Association even better.

OBJECTIVES

To provide a program that plays a significant role in the development of a young person's values, morals, social maturity, physical and mental fitness.

To promote acceptable conduct that supports a number of principles:

- RESPECT FOR PERSONS
- PROTECTION FROM HARM
- DEVELOPMENT OF ETHICAL CONDUCT TOWARD OTHERS
- NOTIONS OF JUSTICE, FAIRNESS AND EQUITY
- CARING ATTITUDES
- FREEDOM TO ENJOY - TO FLOURISH
- RESPECT FOR THE GAME

All Members must abide by these principles.

This program is not a process for complaints about officiating or general hockey rules. The objective is to promote and ensure acceptable behavior.



POLICY # 13.0 – CODE OF CONDUCT PROGRAM (CONT'D)

WHAT IS UNACCEPTABLE BEHAVIOUR?

- a) An individual is displaying unacceptable behavior if they are verbally or physically harassing and/or abusing a game participant (Player, Coach, Spectator or Official) or any elected or appointed member of the MEIFHA Executive.
- b) An individual is also displaying unacceptable behavior if they are acting in any manner that would discredit the MEIFHA, their team, another team, another member or themselves.
- c) When there is a situation of “Unacceptable Behavior”, the responsibilities of the MEIFHA, Coaches, Parents, Spectators and Officials are as set out herein. The focus is on achieving the program objectives. Confrontation should be avoided and reporting is encouraged, as it is an important step in attaining the objective.

Some incidents that may classify as unacceptable behavior include, but are not limited to:

1. Profanity by Players or Team Officials;
2. A Player who receives a Game Misconduct, Gross Misconduct or Match Penalty;
3. A Team assessed two or more bench minors in one game;
4. A Coach or bench assistant who is ejected from a game;
5. A Team, who in the opinion of the President or his/her designate, is being assessed too many penalties of a serious nature;
6. A team member or team follower (Parent or Spectator) who brings discredit to the Team and the MEIFHA through violent, abusive, or gross behavior, on or off the ice;
7. Participating in illegal activities while representing MEIFHA
8. A Parent or Guardian who exhibits conduct unbecoming to the integrity of the Metro East Inferno Female Hockey program; and
9. Any Team that fails to utilize ice time without prior notification.

Two MEIFHA Executive situations that will warrant disciplinary action are:

1. Any elected or appointed member of the MEIFHA Executive who does not attend three consecutive meetings may be relieved of his or her duties.
2. Any elected or appointed member of the MEIFHA Executive who, by a vote of the Executive Committee, is deemed to be doing an unsatisfactory job, shall by a seventy-five per cent (75%) majority vote be relieved of his or her duties.

MEIFHA SPECIFIC RULES

- a) All Coaches, Players, Parents and Team Officials shall ensure they complete the appropriate MANDATORY pledge form, before league play begins. Failure to do so will result in a temporary disqualification from the Association pending a review by the Division Coordinator.



POLICY # 13.0 – CODE OF CONDUCT PROGRAM (CONT'D)

- b) The use of illegal drugs by any Player, Coach, Team Official, Parent, Spectator, MEIFHA Executive member or Official (at any time during the season) at a sanctioned MEIFHA function is strictly prohibited. Offenders will face suspension and/or disqualification from the Association. The length to be determined by the Discipline Committee.
- c) All suspensions received from Hockey Nova Scotia shall be reviewed by the MEIFHA Executive. The Executive, depending on the severity and/or type of infraction, may allot additional suspensions.

COMPLAINT PROCEDURE

- a) The reporting of unacceptable behaviour by a MEIFHA Executive member, Coach, Player, Parent, Spectator or Official is the triggering event of the complaint handling procedure.
- b) This reporting process will govern the person(s) responsible for investigating the complaint. The methods of enforcement will vary depending on the severity of the event.
- c) Complaints and incidents must be reported in writing to the President or Executive Vice-President of the MEIFHA for review and action.

ENFORCEMENT OF DISCIPLINE

Under **By-Law EIGHT**, the Executive of the MEIFHA have the power, authority and duty to discipline Members who demonstrate behaviours and conduct that is not appropriate in a minor hockey setting.

Two different enforcement of discipline stages are possible, namely:

- STAGE 1 - The Discipline Process
- STAGE 2 - The Appeal Process

STAGE 1 - THE DISCIPLINE PROCESS

STANDARD SUSPENSIONS

Where the HC current Rule Book / HNS Regulations dictate a suspension for a player for a rule transgression, and game officials determine, by a write-up, that such a transgression took place, the Coach in consultation with the Division Coordinator, as a matter of routine will implement the Suspension.

NON-STANDARD SUSPENSIONS

When incidents occur, which may warrant disciplinary action, the Coach(es) shall report the incident as quickly as possible, and at least prior to the next game, for action.



POLICY # 13.0 – CODE OF CONDUCT PROGRAM (CONT'D)

The Division Coordinator, Vice-President Hockey Operations and Coach(es), shall meet, investigate the incident, and determine the applicable sanction. In investigating the incident, they may consult such Game Officials, Players, Parents, or other observers that they may deem necessary to gain the relevant facts of the incident.

The Coach(es) implements the sanctions with the Player(s). A file must be created and established with the Division Coordinator until the end of the season. The file will be maintained and kept with the Secretary of MEIFHA. The Division Coordinator must inform the Executive Vice-President of the sanction or discipline as soon as is possible.

Further, the President or his designate shall have the power to suspend summarily any Player, Coach, Trainer, Manager, Official or Spectator of any Team under the auspices of the Association for any conduct on or off the ice that at the sole discretion of the President is deemed to be unbecoming or detrimental to the game.

The President or his designate, in conjunction with the arena staff, shall have the power to prevent summarily any spectator from viewing any game or other activity or entering the facility to view such game or activity under the auspices of the Association. This includes any conduct, which in the sole discretion of the President is deemed to be unbecoming or detrimental to the game. Furthermore, the President or his designate shall have the power to suspend summarily any Player, Coach, Team Official or the Team to which the Spectator is attached.

The power and delegation granted to the President allows for effective and quick action against conduct unbecoming or detrimental to the game and its participants, as well as action against the team of the contravening spectator. The Association is prepared to enforce these provisions as required, as they are an integral part of the reporting and enforcement initiatives.

Sanctions that may be applied to any Player, Team Official, Team follower, Parent, or member, include:

1. A verbal reprimand,
2. A written reprimand,
3. A suspension,
4. An expulsion, or
5. A combination of the above.

Regardless of any of the above, all issues of abuse and harassment as defined by Hockey Nova Scotia and Hockey Canada will be dealt with as prescribed by the Child Protection Laws of Nova Scotia and Canada.

Player suspension includes no activity in bench area, prior to or after the specified games, or during the specified period.



POLICY # 13.0 – CODE OF CONDUCT PROGRAM (CONT'D)

Suspensions when applied to Parents, Coaches, or Team followers shall normally restrict the access of those persons to dressing rooms, bench areas, and possibly spectator areas of arenas.

STAGE 2 - APPEAL OF DISCIPLINE

Notwithstanding the above, should a Coach, Player, or Parent/Guardian feel that Stage 1 has not satisfactorily resolved the issue, it may be appealed to Stage 2 in writing. However, Stage 1 sanctions remain in effect until Stage 2 is complete.

Any appeal of discipline must occur within seventy-two (72) hours of notification of the original discipline being communicated. The appeal must be in writing to the Executive Vice-President.

The Executive Vice-President, on receiving a written appeal or request shall convene a Discipline Committee Meeting.

The Discipline Committee shall consist of a Division Coordinator, other than the Division Coordinator involved in a Stage 1 decision, the Vice-President Hockey Operations and another MEIFHA Executive member approved by the President, and shall be no less than three (3) people.

The Discipline Committee shall establish a hearing and invite such persons, as they deem necessary to provide information to the Committee.

The Discipline Committee shall, with all dispatch, render a decision and communicate that decision to the offending party(ies). Such communication may be verbal at the outset, but shall be confirmed in writing with copies logged with the MEIFHA Secretary.

The Executive Vice-President shall report the outcome of the hearing to the President.

Should the offending party(ies) not agree with the outcome of the hearing, the offending parties may request a hearing at the next regular meeting of the MEIFHA Executive. The request must be in writing to the MEIFHA Secretary, who upon receiving the request shall place the item on the agenda for the next regular meeting of the MEIFHA Executive, and inform the President, Executive Vice-President and respective Division Coordinator of its receipt.

The MEIFHA Executive may provide up to thirty (30) minutes of meeting time for the person making the appeal to state their case. After the statement has been given, the MEIFHA Executive will discuss the case in private.



POLICY # 13.0 – CODE OF CONDUCT PROGRAM (CONT'D)

The MEIFHA Executive shall render its decision by motion, and a simple majority of those members in attendance shall suffice.

The decision of the MEIFHA Executive of an appeal shall be final and binding on all parties, except for those avenues of recourse provided by Hockey Nova Scotia and Hockey Canada.

Sanctions that may be applied to any Coach, Player, Team Official, Team follower, Parent/Guardian, or member, include:

1. A verbal reprimand,
2. A written reprimand,
3. A suspension,
4. An expulsion, or
5. A combination of the above.

Regardless of any of the above, all issues of abuse and harassment as defined by Hockey Nova Scotia and Hockey Canada will be dealt with as prescribed by the Child Protection Laws of Nova Scotia and Canada.

Player suspension includes no activity in bench area, prior to or after the specified games, or during the specified period.

Suspensions when applied to Parents/Guardians, Coaches, or Team followers shall normally restrict the access of those persons to dressing rooms, bench areas, and possibly spectator areas of arenas.

MEIFHA may add disciplinary measures to any HNS suspension.



POLICY # 14.0 – SOCIAL MEDIA POLICY

INTRODUCTION

Social media, professional networking sites, blog sites, and personal web sites are all useful technologies. Every team member has an opportunity to express and communicate online in many ways, and Metro East Inferno Female Hockey Association encourages an online presence.

Above all else, everyone needs to use good judgement on what material makes its way online.

This social media policy sets forth guidelines and rules that Metro East Inferno Hockey teams should follow for all online communications in reference to MEIFHA.

Your online presence reflects on MEIFHA and your Team, but also influences how people perceive you. Be aware that your actions captured via images, posts, or comments can never totally be erased and could impact future opportunities.

TEAM RULES

Each Team may establish team-specific rules, but in general, the following rules apply to Players and Team Officials while they are at MEIFHA sponsored events (games, practices, tourney, and Team events).

1. Under no circumstances is picture taking within the dressing room permitted at any time. Failure to comply with this policy could result in the offenders' expulsion from MEIFHA.
2. Do not include, post photos or mention personal information of/about teammates or staff members without their permission; respect your teammates' right to privacy.
3. Do not make team-related announcements prior to them being made official or getting permission to do so from MEIFHA, i.e. injuries, lines, lineups, being named to team, being named a captain, etc.
4. Players and hockey personnel cannot use social media to make or promote any comments that could have a negative impact on the team; ask first whether the comments could cause a distraction for the team.
5. No photographs or videos posted from team activities are allowed without consent from those appearing in the photo or video.
6. No public criticizing of officials, opposition, parents / guardians or event organizers.



POLICY # 14.0 – SOCIAL MEDIA POLICY (CONT'D)

GUIDELINES/BEST PRACTICES

You are responsible for anything that you post, write or link to on any social media platform; you cannot totally erase something you have posted, so think before you post or make something public.

- Be professional, courteous and respectful.
- Do not use profanity or words/terms that could be interpreted as prejudice.
- Always assume your post will be read and/or seen by friends, family, teammates, coaches, opponents, media and potential employers or sponsors; this also goes for photos posted on any social media platforms –always assume that the photo posted in a private photo album will eventually find its way into the public domain.
- Consider your long-term professional and personal goals when you post jokes, pranks or behind the scenes anecdotes; Future employers, teams and schools check social media platforms in assessing whether they want individuals representing their organization.
- Be vigilant about identity theft as a public figure.
- Use passwords that are difficult to guess/hack; use a combination of letters and numbers to give your account an additional level of security.
- Be cautious of following, promoting or re-Tweeting and sharing posts by individuals who use offensive language, are disrespectful or consistently look to engage followers in arguments or fights - you will be associated with those individuals if you are following, 'Like'-ing, re-Tweeting or sharing their information.
- Do not ask to be followed or 'liked' just because you are looking for good numbers, but instead give fans a reason to subscribe to your service.
- Always take a moment to reconsider before posting any information or photo; if I was a follower, would I want to read this? Is this appropriate? Could this be interpreted wrongly and become a distraction?
- Proofread for typing errors.
- Do not blame Twitter when things go wrong. Take ownership of the content you provide. Twitter is the vehicle, but you are responsible for how you use it.
- Regularly check your follower list. If a bio looks interesting, follow them.
- Use "unfollow" or "block" on Twitter/Facebook for followers that are going over the line, but do not announce it to everyone.
- Stay away from public debates or exchanges with individuals on social media platforms.
- Keep your Tweets short - they are more likely to be read if they're 50 characters or less.
- Security and police always recommend that you Tweet where you have been and not where you are going.



POLICY # 15.0 – GRIEVANCE or COMPLAINTS PROCESS

From time to time, there may be issues between members of the MEIFHA. The MEIFHA uses a twentyfour (24) hour cool-down period. This means that if any one member of the MEIFHA has a grievance (e.g., an issue with a coaching decision) with another member of the MEIFHA that cannot be immediately and calmly resolved, the member with the grievance shall not pursue the matter any further for a period of at least 24 hours.

- a) In any event, all grievances at a team level shall be addressed to the respective Division Coordinator.
- b) Resolution not received at the above level shall be directed to the Grievance Committee.
- c) All Grievances must be initiated in writing to the President or Executive Vice President of the MEIFHA.
- d) Upon receipt of written notification, a Grievance hearing date shall be set within seven (7) days.
- e) The Executive Vice-President of the Association shall convene the Grievance Committee. Members of the Grievance Committee shall be the Vice-President Hockey Operations, Secretary, Respective Division Coordinator and one other Executive member. In the event of a conflict of interest, the Executive will name another designate.
- f) The decision of the Grievance Committee shall be given in writing within forty-eight (48) hours.
- g) All decisions shall be subject to appeal to Hockey Nova Scotia under HNS guidelines, regulations and bylaws.



POLICY # 16.0 – DRESSING ROOM SUPERVISION

MEIFHA adheres to the Hockey Nova Scotia Dressing Room Supervision Policy with respect to Female Hockey dressing rooms.

Hockey Canada (HC) and Hockey Nova Scotia (HNS) work diligently to protect all participants from all forms of Bullying, Harassment and Abuse whether Emotional, Physical or Sexual. HC and HNS consider any form of Bullying, Harassment and Abuse to be totally unacceptable and will do everything possible to prevent this behavior from taking place within all Minor and Female Hockey dressing rooms. To this end HC/HNS will promote awareness of all forms of Bullying, Harassment and Abuse by providing Educational materials and Programs for Participants, Parents, Coaches, Volunteers and Staff members.

It is the Policy of HC/HNS that there shall be no Bullying, Harassment, or Abuse permitted whether Physical, Emotional or Sexual of any Participants in any of the HC/HNS Programs. HC/HNS expects every parent, coach, volunteer and staff member to Safeguard the Welfare of all Participants and to Protect them from any form of Violence.

To that end HNS requires all Coaches/Bench staff and member Minor Hockey Associations to provide supervision for all Minor/Female Hockey dressing rooms before, during and after all games and practices. HNS requires that Minor/Female players should be supervised at all times, HNS requires MHAs/ Coaches to follow the **“Two Deep Method”** of supervision recommended by Hockey Canada. A lone personnel member should never be in the dressing room with players at any time, especially when players are showering or changing: two adults should be present together, this is called the “Two Deep Method” of supervision. Supervising personnel must be members of the team staff or adults who have completed either “Speak Out” or the “Respect In Sport” for volunteers and have submitted their record checks [CAR & CRC] to their MHA. Parents of all players should be made aware of the **“Two Deep Method”** and avoid letting their children into unsupervised dressing rooms.

All Minor Hockey Associations within HNS are required to develop a Dressing Room Supervision Policy that supplements this HNS policy and this it is to be to be communicated to all members within that Association.

Failure to comply with this HNS Policy will result in Disciplinary action being taken by the appropriate HNS Council through the HNS Discipline Coordinator. A **first Offence** will result in a letter of reprimand being issued to the Head Coach and copied to the team’s Minor Hockey Association. A **Second Offence** will result in an Indefinite Suspension being issued to the Head Coach and an investigation being conducted by the appropriate HNS Council. The intent of this Policy is to ensure the Safety of all participants in the Minor and Female Hockey Programs within HNS.



POLICY # 17.0 – FAIR PLAY CODES

PLAYERS

I will play hockey because I want to, not because others or coaches want me to. I will play by the rules of hockey and in the spirit of the game. I will control my actions, knowing that negative actions can spoil the activity for everybody. I will respect my opponents and do my best to be a true team player. I will remember that winning is not everything and that having fun, improving hockey and life skills, making friends and doing my best are also important. I will acknowledge good plays by those on my team and those of my opponents. I will remember that coaches and officials are there to help me; I will accept their decisions and show them respect.

PARENTS

I will not force my player to participate in the game of hockey. I will remember that my player plays hockey for their enjoyment, not for mine. I will encourage my player to play by the rules and to resolve conflict without resorting to violence or hostility. I will teach my player that doing one's best is as important as winning. I will make my player feel like a winner every time by offering praise for competing and trying hard and will never allow her to feel defeated by the outcome of the game. I will never ridicule or yell at my player or other players for making a mistake or for losing a game. I will applaud good plays by my player's team as well as their opponents. I will never question the official's judgement or honesty and will support all efforts to remove verbal and physical abuse from the game.

I will respect and show appreciation to the coaches who give their volunteer time to coach my player's team.

COACHES

I will be reasonable when scheduling games and practices remembering that players have other interests and obligations. I will teach my players to play fairly and to respect the rules, officials and opponents. I will ensure that all players get equal instruction, support and playing time. I will not yell at the players I coach, ridicule them for making mistakes or for playing poorly. I will build confidence in the players and remember that players play to have fun. I will remember Players; Parents, Officials and Spectators need a coach they can respect. I will continue to upgrade my coaching skills and work in cooperation with officials for the betterment of the game.

SPECTATORS

I will remember that participants are not playing to entertain me but are playing for their enjoyment. I will abide by all facility rules and regulations and respect the official's decisions. I will never ridicule a player for making a mistake and will give positive comments that will motivate and encourage continued effort. I will not support violence of any type and will express my disapproval in an appropriate manner to the coaches and officials. I will show respect for my team's opponents and applaud excellence on both teams.



POLICY # 17.0 – FAIR PLAY CODES (CONT'D)

OFFICIALS

I will ensure that each player has an opportunity to perform to the best of her abilities, within the rules of the game. I will avoid any situation that threatens the safety of the players and maintain a healthy environment for competition. I will not permit the intimidation of any player by words or actions. I will not tolerate unacceptable behaviour towards officials, other players, spectators or myself. I will be objective and consistent in calling infractions, regardless of my personal feelings toward a team or individual Player.

MEIFHA EXECUTIVE MEMBERS

Executive members shall expect no special rights or privileges and understand that they have an obligation to abide by the By-Laws, policies and procedures of the MEIFHA. Failure to do so could result in dismissal from the Executive Committee. Members should accept that because you are a representative of the MEIFHA, your actions either positive or negative reflect back on all other members of the organization.



POLICY # 18.0 – COACH SELECTION PROCESS

The Coach Coordinator and/or the Vice-President Hockey Operations shall present a list of coaching candidates to the Executive for review. The Coach Selection Committee must approve all coaching appointments in any given year. The Executive of MEIFHA reserves the right to reject any coach application if the applicant is deemed to be unacceptable to them as well as if the applicant has demonstrated unacceptable behaviour previously or in past seasons.

All coaches in MEIFHA must meet the minimum requirements for certification as indicated by Hockey Nova Scotia and Hockey Canada. All teams must have coaches certified at the NCCP Coach level. Coaching Certification:

Age Division	INITIATION	NCCP	HTSP	RESPECT IN SPORT
U18		✓	✓	✓
U15		✓	✓	✓
U13		✓	✓	✓
U11		✓	✓	✓
U9 U7 & C	✓		✓	✓

Coach Selection Criteria

All coaches must complete an application form prior to being considered for a coaching position. Applications should be returned to the Coach Coordinator and/or Vice-President Hockey Operations prior to the deadline as published each season on the MEIFHA website. All coaches will be evaluated and selected based upon the information provided on the application form as well as a mandatory interview meeting. All coaches will be required to sign a Code of Conduct contract before being accepted as a coach in MEIFHA. All coaches will be required to participate in Coach Mentorship Programs or Mandatory Certification Programs.

Evaluation by Parents & Players

The MEIFHA recognizes that excellence in player development is largely determined by qualified committed coaches. To ensure that quality coaching is afforded to all players, MEIFHA supports a growth, supervision and evaluation program for its member coaches. The goal of the evaluation program is designed to reinforce an individual's positive coaching tactics and to also provide recommendations and support in the areas of growth.



POLICY # 18.0 – COACH SELECTION PROCESS (CONT'D)

Criminal Record Check (CRC) / Vulnerable Sector Check (VSC)

All Team Officials (Coach(es), Manager, Trainer) and Dressing Room Chaperones must submit a valid criminal record check (CRC) with Vulnerable Sector Check (VSC) to the Risk Management Coordinator no later than December 1st of each season. MEIFHA will not bear the costs associated with obtaining a CRC/VSC, but encourages any costs to be included in the team budget.

CRC/VSC Review Policy

Copies of the CRC & VSC first go to the Risk Management Coordinator and if there is an issue, it is referred to HNS who then will refer the matter to the HNS Review Committee, as required.



POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS

The Player Evaluation and Team Selection Process should be open, consistent and fair, provide enough flexibility to allow all participants to adapt to changes as required, and meet the overall philosophy and objectives.

PHILOSOPHY AND OBJECTIVES

- a) To provide a positive, non-political environment for players, parents/ guardians, coaches and evaluators.
- b) To provide and administer an open, fair, transparent, consistent and well organized team selection process, such that players, coaches and parents/ guardians can expect a similar experience from season to season, as players move through the various levels of the association's programs.
- c) To ensure an effective evaluation process with fair and impartial assessment of a player's total hockey ability that will result in players participating in the most appropriate category of play, on teams with Players of similar skill.
- d) To ensure evaluation opportunities are provided for all Players to demonstrate their skills, work ethic, how they think and how they play the game. Evaluations begin the moment a Player steps on the ice and it is the Player's responsibility to be ready to show their best.
- e) To ensure Players selected for REPresentative category teams will have the highest level of skill to ensure the most competitive team possible.
- f) To ensure teams at any level with sufficient numbers to warrant multiple teams within the same category of play, are balanced and given equal opportunity to compete.
- g) To provide effective, constructive feedback to encourage ongoing player development.



POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS (CONT'D)

PARKING PLAYERS: HNSFC Standardized Evaluation Guidelines - Final Copy 2025

“The act of “parking” players during evaluations refers to a practice where top players are excused from certain sessions. Here are several reasons why parking players during the evaluation process is discouraged:

1. **Missed Opportunities for Growth:** Even top players benefit from additional challenges and opportunities to develop their skills. Evaluations often expose players to high-pressure situations that can help them grow and improve.
2. **Perception of Favoritism:** Parking top players can create perceptions of pre-determined outcomes, leading to frustration or disappointment among other players and families. It may diminish the overall fairness of evaluations, as other players may feel they aren't given equal consideration or opportunities to showcase their skills against top competitors.
3. **Limited Evaluation for Team Dynamics:** Evaluations aren't just about individual performance; they're also about seeing how players interact and fit into the team's dynamic. Excluding top players prevents evaluators from observing how these players contribute to and uplift teammates with varying skill levels – an essential factor in creating balanced teams.
4. **Risk of Misjudgment:** Even top players benefit from continued assessment, as their performance, effort, and attitude can fluctuate, offering insights into their readiness and potential fit within a team.

A more fluid approach, where all players are continuously assessed through varied groupings promotes fairness, transparency, and overall development.”



POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS **(CONT'D)**

PLAYER & PARENT/GUARDIAN GUIDELINES:

- All players (skaters and goaltenders) are expected to be prepared and attend all of their assigned Evaluation sessions, arriving a minimum of 30 minutes before each session. (See PLAYER ABSENTEEISM if you require an exception). Evaluations begin the moment a Player steps on the ice. It is the Player's responsibility to be prepared and ready to show their best. All ice sessions will be used to evaluate skills and work ethic.
- Each player will be evaluated on a minimum of two (2) ice sessions at any REP level. Those seeking placement for any REP category of play in any age division, must attend the first session at that evaluation level to be considered. No player may join the process after first releases have been made.
- Position Declaration: Players in the U13, U15, and U18 divisions must declare their position before evaluations. MEIFHA reserves the right to meet with players and caregivers after the initial evaluation session to discuss potential position changes if appropriate.
- Identifying Gear: Players are prohibited from wearing identifying socks, pant shells, gloves, or helmets (including stickers). FHA colors and attire are acceptable. Players wearing non-compliant gear will be asked to leave the session.
- Check-in and Jerseys: Players must check-in upon arrival at every evaluation session. During registration, each player will be assigned a pinnie/jersey or number, which must be returned at the end of the evaluation process (\$25 fee for lost pinnies). Each assigned number (jersey or pinny) will be the player's unique number, cannot be swapped and must be brought and worn for every session of the evaluation process. Players U11 to U18 should also bring dark and white jerseys (without numbers on the sleeves) to wear with their number or pinny, as they may be assigned a different colour each session. No yellow jerseys will be permitted.
- Respectful Behaviour: Players and parents/guardians are expected to show respect toward all participants, evaluators, FHA members, and volunteers. Disrespectful behavior will not be tolerated and will result in immediate dismissal from the remainder of the evaluation process.
- Interaction with Evaluation Committee: Players and caregivers are not permitted to interact with evaluators or ask questions before, during, or after evaluation sessions. Any inquiries during the evaluation process must be sent via email to the Executive Vice-President and Vice President Hockey Operations.
- Viewing Policy: Parents/Guardians are prohibited from being on the bench or standing at rink/glass level during evaluations. Viewing is permitted only from the designated viewing area, away from the designated evaluator section. FHAs at their discretion may impose additional restrictions on caregiver access to evaluations. This policy ensures that players and evaluators can perform without distractions.



POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS (CONT'D)

PLAYER & PARENT/GUARDIAN GUIDELINES (CONT'D):

- *Restricted Areas: During evaluations, parents/guardians and any individuals not part of the evaluation committee are prohibited from accessing the following areas:*
 - *Dressing rooms and surrounding areas*
 - *Hallways near dressing rooms*
 - *Designated evaluator sections*

If players need help getting dressed for ice time, one designated caregiver may assist them before returning to the approved viewing areas for the duration of the session.

- *Dressing Room Policy: All policies and procedures outlined in Hockey Canada's Dressing Room Policy must be adhered to. Key points include:*
 - *Rule of Two: To best ensure safety for all participants, all minor hockey programs sanctioned by Hockey Canada and its Members are required to implement the 'Rule of Two' for all dressing rooms. The 'Rule of Two' requires two trained and screened adults to be present in the dressing room or immediately outside the dressing room with the door propped open to monitor the environment and ensure it is free of any discrimination, harassment, bullying, or other forms of maltreatment. The Rule of Two remains in place when showers are in use.*
 - *Minimum Attire Rule: To best promote inclusion and to respect the privacy of all participants on a team, Hockey Canada requires all participants to wear 'minimum attire' at all times in a dressing room or in dressing environments where more than one participant is present. This means that participants should arrive at the rink wearing a base layer (e.g., shorts and t-shirt, compression shorts and shirt or sports bra). A participant not arriving at the rink wearing their base layer can use an appropriate private space (e.g., private restroom stalls or empty/unused dressing rooms) to change into the base layer and then enter the team dressing room with the other participants.*



POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS **(CONT'D)**

EVALUATION COMMITTEE & TEAM:

The Evaluation Committee will be comprised of the RD and the Executive members of MEIFHA. The role of the Evaluation Committee is to support the Evaluation Team serving exclusively in consulting roles related to conflict management.

The Evaluation Team leads the team selection process. It consists of the Vice-President Hockey Operations, the Division Coordinators, the Independent Evaluators and the Head Coach (if appointed), who will all be involved in making team selections.

The MEIFHA Executive, the Regional Director, the Registrar and the Website Administrator will heavily support the Evaluation Team throughout the process, but are not directly involved in team selection decisions, unless required to act as a proxy for an evaluation team member.

Roles and Responsibilities:

Vice-President of Hockey Operations acts as the Evaluation Chair

- Uphold all MEIFHA philosophies and objectives as outlined in Policy #19.0.
- Clearly outline and communicate approach, including all standards, guidelines and expectations, for MEIFHA the Evaluation process, in August of each season.
- Work with the VP Administration to ensure the Evaluation process is properly scheduled, outlined and communicated to the MEIFHA Executive for approval, prior to its rollout to the membership.
- Set times and dates for the posting of information for next sessions and releases throughout the evaluation process.
- Ensure Division Coordinators are well versed in every aspect of the process including standards, guidelines and all required forms, at the rink.
- Ensure yourself or your proxy are available in case of unforeseen situations at the rink.
- Collect and maintain all evaluation paperwork and shared files.
- Attend post-evaluation session debriefs and mandatory pre-final team selection meetings or assign a proxy to attend in your place.



POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS **(CONT'D)**

Roles and Responsibilities (CONT'D):

Division Coordinator

- Arrange volunteers for Evaluation Sessions as directed by VP Hockey Ops (dressing room chaperones, door/bench staff, on-ice assistants)
- Ensure a clear understanding of your Division's Evaluation process and procedures, prior to the first session.
- Educate Head Coaches/ Independent Evaluators on the MEIFHA Player Evaluation Process prior to the start of evaluation sessions.
- Ensure all volunteers are informed of their role, expected behavior and player/parent interaction during the evaluation process. Optics are everything. Everyone involved must be mindful of what is said and done and how that could influence the perception of the evaluation process.
- Arrive a minimum 45 minutes before Evaluation sessions in your Division (You may need to search for a table, chair(s), organize pinnies and/or determine dressing rooms and keys. Players are due 30 minutes before each session, so best to be early).
- Distribute pinnies/ assign colours and record attendance as you relay any information players need upon arrival and direct them to dressing rooms.
- Provide Head Coaches/ Independent Evaluators with Evaluation Forms and envelopes.
- Consult the VP Hockey Ops about any unforeseen situations.
- Collect completed evaluation forms (placed in envelopes by the evaluators) at the end of each session. Coordinators must not open envelopes in a hallway or any other public area, but wait until they are away from all players, family, etc.. All evaluation results are confidential and not to be discussed in public.
- Upload all scores/results to a google sheet, shared with the VP Hockey Ops. Hard copies of all evaluation forms should then be returned to the VP Hockey Ops for safekeeping.
- Post- evaluation session debriefs will take place immediately following every session, if possible or be scheduled for shortly thereafter. These meetings will be held in a private space at the rink with the Head Coach and VP Hockey Operations and Independent Evaluators, as required.
- Guide coaches/evaluators to make decisions in a timely manner, according to the dates/times provided in the Evaluation schedule, respecting that formatting and posting requires a minimum of 30 minutes to complete.
- Share results with the Website Administrator and Executive through a shared google sheet, using the assigned evaluation numbers. If a post absolutely must be delayed, inform the Website Administrator who will post the new time when results are to be released.



POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS **(CONT'D)**

Roles and Responsibilities (CONT'D):

Independent Evaluators

Evaluators will be knowledgeable, impartial, and consistent in applying criteria to ensure fair assessments. Experience in coaching or playing is preferred, along with strong communication skills and professionalism. Goaltender evaluators need expertise in goaltending techniques. Experience as a goalie coach or player is preferred, along with strong communication skills and professionalism.

- Check in with the Division Coordinator prior to each evaluation session to record attendance and pick up Evaluation forms and envelopes.
- Sit or stand in an appropriate or designated area alone, away from all parents and other evaluators.
- Evaluate position players and goaltenders, completely independently.
- Place completed evaluation forms in an envelope before leaving the rink then give them to the Division Coordinator immediately following each session.
- Attend post-evaluation debrief and pre-final-team selection meetings as required.

Head Coach

- Ensure a clear understanding of your Division's Evaluation process and procedures, prior to the first session.
- Check in with the Division Coordinator prior to each evaluation session to record attendance and pick up Evaluation forms.
- Sit or stand in an appropriate or designated area alone, away from all parents and other evaluators.
- Evaluate position players and goaltenders, independently.
- Place completed evaluation forms in an envelope before leaving the rink then give them to the Division Coordinator immediately following each session.
- Attend post-evaluation debriefs and pre-final-team selection meetings with the Division Coordinator and VP Hockey Operations.

Vice-President Administration

- Support the VP Hockey Ops and Division Coordinators as required throughout the process.
- Pre-assign pinny numbers to players and ensure they are entered into the Evaluation forms.
- Distribute pinnies to the Division Coordinators and offer assistance as needed.
- Ensure evaluation results are accurate and well-communicated by the Website Administrator.



POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS (CONT'D)

Roles and Responsibilities (CONT'D):

Website Administrator

- Work with the VP Admin, VP Hockey Ops and Division Coordinators to ensure all communication and posts before, during and after team selection are professional and accessible.
- Work with the registrar to ensure all registered players are listed on the preseason page, whether in evaluations or not, U7 through U18.
- Adhere to the listed date and time for posts to the best of your ability and post a new time of information release if any deadline cannot be met.

President, Executive Vice-President & Vice-President Finance

- Ensure one member of the Executive or designated proxy is present for all Evaluation sessions.
- Support members and volunteers in any way possible.

Dressing Room Chaperones

- *The 'Rule of Two' requires two trained and screened adults to be present in the dressing room or immediately outside the dressing room with the door propped open to monitor the environment and ensure it is free of any discrimination, harassment, bullying, or other forms of maltreatment.*
- Ensure the 'Two Deep' policy or 'Rule of Two.' Players may not be in the dressing room without two chaperones present.
- Do not discuss evaluations

On-ice Volunteers - minimum 2 and Bench Staff minimum 1

- Ensure player and volunteer safety - wear your helmets with the chin strap.
- Do not 'coach' or assign lines. You are there to support the outlined activities, not to offer advice, encouragement or influence player performance.

Bench and on-ice staff must be at least two years older than the age group they are facilitating. For instance, staff for the U11 age group must be 15 years or older, while the U15 age group requires staff to be 18 years or older. For the U18 age group, staff must be 21 years or older. Priority should be given to selecting young females, preferably those actively involved in the game within the respective region, for bench and on-ice roles.



POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS **(CONT'D)**

EVALUATION GUIDELINES & PROCESS:

- The Vice-President Hockey Operations will determine any required adjustments to the Evaluation Process related to numbers each season. The VP Hockey Ops will work with the VP Administration to ensure schedules, information and documentation is updated to present to the MEIFHA Executive for approval, before communicated to the Evaluation Team and the membership. Information shall be posted on the website, shared via email and/or posted on social media.
- The Evaluation Team will ensure they are well versed on the MEIFHA Player Evaluation Process, reviewing all documents, policies and schedules as they are provided each season.
- Meetings will be held prior to the start of the team selection process with the Vice-President Hockey Operations, Division Coordinators, and Head Coaches. On and off ice staff and volunteers (including Independent Evaluators) should also be educated on the expectations for their role.
- At least one member of the MEIFHA Executive or other designated, experienced volunteer will be present at every Evaluation session, to support the Division Coordinators.
- Notification throughout the Evaluation process will continue using website posts. Once posts have been updated, links will be shared by email and/or social media. Every attempt will be made to post a player's next ice-time by the date and time designated on the published Evaluation schedule. These should be set in advance, outside of regular school hours, considering age division and sufficient time for Players to get to the rink. If full updates cannot be posted on time, a new designated time should be posted on the website in its place. Information should be available no more than 24 hours after any Player's last session.
- The following volunteers will be required to support Evaluations and although not technically required until December 1st, we prefer that our volunteers all have their CRC w/VSC. Division Coordinators and the VP Hockey Ops will fill these slots. Volunteers are to be impartial and respectful
 - On-ice sessions will be supported by on ice volunteers (minimum 2).
 - Bench volunteers (minimum of 1) for Intrasquad games.
 - Dressing rooms will be chaperoned according to the Two Deep policy,
- Goaltenders will be evaluated during regular Evaluation sessions. Depending upon the need, as determined by the Evaluation Team, goaltenders may also be evaluated during a separate position specific session.
- Each on ice session will be evaluated by a minimum of three (3) evaluators for position Players and one (1) goaltender evaluator, whenever possible.
- The Evaluation Team must check in with the Division Coordinator/Vice-President Hockey Operations prior to each ice session. Attendance will be recorded. Coach and Independent Evaluators will be provided with the MEIFHA Evaluation Form.



- Any assigned Head Coach will be considered an Evaluator however MEIFHA will always provide a minimum of 3 independent evaluators. MEIFHA will provide an additional independent evaluator to act in their place, if a Head Coach has not yet been assigned..
- A Head Coach may choose to enlist one assistant to help evaluate players during skills, however, only one coach score will be used to determine ranking, so if there are multiple coaches, scores must be combined (see Scoring & Decisions).
- A Head Coach may enlist one assistant to evaluate players during intra-squad games.
- Evaluators are not to sit together nor discuss their opinions or share notes with any other Coaches, Evaluators, Players or Parents/Guardians.
- Evaluators will identify the Players by number only, prefilled into the Evaluation forms. Names will not be provided.
- All ice sessions will be used to evaluate personal hockey skills and game play in accordance with all MEIFHA Player Evaluation Guidelines.
- Evaluator's observations will be recorded on the MEIFHA Evaluation Form (see Appendix A). Completed forms will provide results and a basis for player movement.
- Evaluator's completed forms will be placed in envelopes and returned to the Division Coordinator. Coordinators will input the data into a google sheet (shared with the VP Hockey Ops), verify decisions and finally share player movement by pinny number, in another google sheet, (shared with the Executive and the Website Administrator). Please be mindful that a minimum of 30 minutes is required to get this information ready for the website.
- All MEIFHA Evaluation Forms are confidential and will be returned to the Vice-President Hockey Operations after the data has been uploaded by Coordinators. All forms will be kept in their custody.
- Post-evaluation debriefs will be held after each evaluation session except after initial skills. Division Coordinators, assigned Head Coaches and the VP Hockey Ops (or designated proxy) will ensure privacy to discuss player movement, either immediately following the session or at designated time, possibly virtually. Independent evaluators will participate as required.
- Prior to all final team selections, there will be a meeting of the Evaluation Team. If a situation warrants, the President (or any other Executive member) and/or Regional Director may be asked to participate in this meeting.



POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS (CONT'D)

PLAYER ABSENTEEISM AND LATE REGISTRANTS

- a) Attempts will be made to slot late registrants into the appropriate Category as Players missing ice times due to legitimate reasons must not be penalized.
- b) Players who miss evaluations for any reason other than medical will be started at the lowest Category, and be evaluated at that point by higher-Category Coaches and the Category's Division Coordinator. Should upward movement be deemed fair and equitable, the Division Coordinator will make a written recommendation to the MEIFHA Executive for Approval.

INJURY SITUATIONS

- a) Where a Player for medical reasons is unable to participate in the Evaluation Process, that Player must provide a note from a licensed medical practitioner indicating:
- The reason for non-participation to date; and
 - The player's current fitness for participation.
- b) Once a Player with an approved medical excuse from Evaluations has been medically cleared to play, and has received Executive approval to do so, the Player will join practice(s) with a team one Category below the team they hope to join (I.E. U15 AA if vying for U15AAA, U11C if vying for U11A, etc.). The Head Coach of the team the player hopes to join and the Division Coordinator will both attend the practice(s) to evaluate the Player. The VP Hockey Operations and/or members of the Evaluation Team may also be asked to attend and assist in the evaluation process. The Division Coordinator will then make a written recommendation to the MEIFHA Executive, for final approval.



POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS (CONT'D)

SCORING & FINAL DECISIONS

Any and all documents related to the evaluation process will be kept confidential, shared only with the MEIFHA Executive. Evaluation results and discussions witnessed by Division Coordinators, Independent Evaluators and Head Coaches are also to be kept in confidence.

a) Scoring:

Skills sessions: Skills scores are intended to provide the starting point of player evaluations. All scores submitted by Evaluators are averaged to determine a player's initial ranking and game assignment. Skills scores will be weighted as follows:

- U11 - U18: 1 coach to 3 independent evaluator scores
- Therefore, while a coach can enlist multiple assistants to evaluate, they must all be combined as only one coach score is used to calculate the initial player ranking. We place a greater emphasis on the independent evaluator scores.

Intra-squad or Exhibition Games: Game scores are intended to safeguard the integrity of the evaluation process. Division Coordinators will continue to track and calculate the average scores submitted by the Independent Evaluators until teams are all determined. How exactly are the skills scores used in the rest of the process?

- When a Head Coach is in place, the coach will propose selections and releases in discussion with the Evaluation Team. The Head Coach score should be close (within half a point) of the Independent Evaluator score and therefore support the decisions of the Head Coach. Anomalies (score of 2 vs. score of 3.5) would warrant further discussion within the Evaluation Team, however, final decisions will be made by the Head Coach.
 - The Head Coach has the discretion to choose (3) players:
 - Must be selected only from remaining candidates
 - Reasons for the choices must be articulated in writing to the VP Hockey Ops before official final team selection.
- When a Head Coach is not yet in place (awaiting child/player evaluation etc.) selections and releases may be proposed to the Evaluation Team by any member of the Evaluation Team, or the Evaluation Team may make decisions solely based on the average score. If a coach is not assigned by the end of the evaluation process, the Division Coordinator and VP Hockey Ops will make the final decisions.

POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS (CONT'D)



SCORING & FINAL DECISIONS

b) Parents/ Guardians volunteering with MEIFHA and involved in team selection, will not influence the decision-making process with respect to their child. All other members of the Evaluation Team will assess their child privately before anyone with a conflict of interest can rejoin the discussion about other Players.

c) Preliminary placement of all Players on respective teams, will be based solely on evaluation results, however, if deemed necessary by the Evaluation Team, additional session(s) may be added to the Evaluation process to further examine closely ranked players.

d) Following the preliminary placement of Players, the MEIFHA Executive reserves the right to make changes to any team roster if it is considered to be in the best interest of player development. It must be kept in mind that while building a team a player's skill set along with their effort and attitude should be considered, and sometimes this can difficult to assess during the preliminary placement process.

e) In cases of multiple teams at the same division and category of play, all Coaches will attend a Team Balancing Meeting with the Division Coordinator and Vice-President Hockey Operations. The purpose of the meeting is to use the player evaluation results to create balanced teams. MEIFHA will do their best to accommodate team placement requests, however it will not always be possible.

f) If a concern arises, a written complaint may be submitted to the Division Coordinator within four (4) days of placement of the player. The Vice-President Hockey Operations and Division Coordinator will review all the relevant information pertaining to the issue raised and respond to the complaint.

g) The twenty-four (24) hour rule will apply to all concerns. Any and all email/contact received prior to the 24 hours after an evaluation session or team selection announcement will be completely disregarded. Messages received after 24 hours can expect an initial response via email, then by phone, and if further discussion is warranted, an in-person meeting will be arranged.

POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS **(CONT'D)**



HNSFC document (Final Version 2025) excerpt: Team Selection

Appropriate team selection involves ensuring fairness, transparency, and adherence to established guidelines. The team selection process is vital for maintaining trust, morale, and the overall success of a hockey program. When players and caregivers perceive the selection process as unbiased and transparent, it fosters a sense of confidence in the system and reduces potential conflicts. Fair selection ensures that players are chosen based on their skills, performance, and potential rather than favoritism or external influences, promoting equity and inclusivity.

This approach is also key to player development. By selecting players who meet clearly defined criteria, teams are better positioned to help individuals grow and reach their full potential. It ensures that players are challenged appropriately and placed in an environment that matches their skill level, which is essential for both individual and team progress.

Team Selection Process:

The Evaluation Chair, in collaboration with committee members and team coaches at FHA's discretion, will form teams based on the following guidelines for each level:

C: These players have a solid understanding of the basics, such as skating, passing, and shooting, and are working to refine their skills and improve their overall gameplay. This level is often suited for players who may not desire a highly competitive environment. Their overall performance scores generally range from **0.5 to 1.5**. Goaltenders at this level are developing foundational skills such as basic skating techniques, positioning awareness, and fundamental save movements.

A: These players are developing their skills and gaining experiences in areas such as skating, puck handling, shooting and teamwork. This level provides a structured environment for players to improve and prepare for higher levels of competition if desired, while still emphasizing enjoyment and growth in the sport. Their overall performance scores generally range from **1.5 to 2.5**. Goaltenders at this level are advancing their positional movements, refining rebound control, and enhancing their ability to track and react to the play.

AA: These players demonstrate strong skills and abilities in areas such as skating, puck handling, shooting and game sense. While not as competitive as AAA, it is still a significant level of play and provides opportunities for players to develop and advance their skills. Their overall performance scores generally range from **2.5 to 3.5**. Goaltenders at this level show proficiency in advanced save techniques, lateral movement, post integration, and efficient transitions to support their team's defensive and offensive play.

AAA: These players are often among the most skilled and talented in their age group, showcasing advanced proficiency in skating, stickhandling, shooting, passing, and overall game sense. As a highly competitive level, AAA serves as a pathway for players aiming to reach major, collegiate, university or professional levels. Their overall performance scores generally range from **3.5 to 5**. Goaltenders at this level exhibit elite skills in all areas, including rapid lateral mobility, precise rebound control, seamless transitions, and high-level positioning strategies to maximize their effectiveness in high-pressure situations.

For divisions with multiple teams at the **AA or AAA** level, a team balancing meeting must be conducted, including respective coaches, the Evaluation Chair, the FHA president, and the RD. This initiative is supportive of **Regulation F3.4. An association may register more than one team in the same classification (level) within a division. These teams must consist of players balanced in skill, ability, and of mixed ages within the division.** Balancing teams at the same level is essential for maintaining the integrity of the sport, fostering player growth, and creating a fun and rewarding experience for everyone involved.

POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS (CONT'D)



Appendix A - Evaluation Forms:

MEIFHA PLAYER EVALUATION				
U9				
1 = Unsatisfactory 2 = Below Average 3 = Average 4 = Above Average 5 = Well Developed				
<u>Skating</u>		<u>Puck Handling</u>	<u>Passing</u>	<u>Shooting</u>
-Controlled skating	- Balance	- Head up at times	- Stationary passing to/from coach	- Accuracy
- Acceleration	- Crossovers	- Carries puck well	- Passing in motion	- Release Strength of shot
- Speed	- Tight turns	- Smooth	- Receiving passes in motion	- Can shoot in motion
-Agility	-Stops	- Maintains possession of puck while skating	- Accuracy	

Form Header

2025		Division:	U9	Stage:	Balancing	
Oct 12		Category:	Dev/Int	Group:	1	Evaluator:
#	Skating	Puck Handling	Passing	Shooting	Player Total	Player Notes

POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS (CONT'D)



Appendix A - Evaluation Forms (CONT'D):

MEIFHA PLAYER EVALUATION FOR GOALIES:				
U11 - U18				
<i>1 = Unsatisfactory 2 = Below Average 3 = Average 4 = Above Average 5 = Well Developed</i>				
<u>Balance</u>	<u>Mobility</u>	<u>Quickness</u>	<u>Low Shots/High Shots</u>	<u>Positioning/Angles</u>
- Ready Position after blocking shots	- Moves with speed & control in ready position	- Reacts well to quick shots	- Rebound control off stick/off pads	- Assumes neutral position at top edge of crease
- Holds ready position in movements	- Reacts well to puck movement in zone	- Effective in close	- Quickness of blocker/glove	- Proper position prior to shot
- Recovery: regains position after leaving the net	- Remains on feet	- Quick reaction time	- Ability to butterfly at appropriate time	- Works hard to find pucks
	- Ability to recover from butterfly position		- Ability to maintain balance	- Lateral mobility

Form Header

2024		Division:	U18	Stage:			
DATE:	Sept 18	Category:		Group:	Goalies		Evaluator:
Pinny #	Balance	Mobility	Quickness	Low Shots & High Shots	Positioning & Angles	Player Total	Player Notes

POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS (CONT'D)



Appendix A - Evaluation Forms (CONT'D):

MEIFHA PLAYER EVALUATION FOR FORWARDS/DEFENCE				
U11 - U18				
	1 = Inferior Performance 1.5 = Mediocre Performance			
	2 = Below Average Performance 2.5 = Developing Performance			
	3 = Average Performance 3.5 = Above Average Performance			
	4 = Superior Performance 4.5 = Outstanding Performance			
	5 = Well Developed			
<u>Skating</u>	<u>Passing</u>	<u>Puck Handling</u>	<u>Shooting</u>	<u>Hockey sense</u>
- Speed	- Passes to moving & stationary targets	- Head up	- Velocity	- Ability to see play develop offensively & defensively
- Acceleration	- Receives and retains the puck with control	- Smooth	- Accuracy	- Ability to read and react to play
- Agility	- Presents a good target	- Carries puck with speed	- Quick release	- Understands positional play in all zones
- Balance	- Selects the best passing option	- Puck protection	- Can shoot in motion	- Appropriate shift lengths
- Stride	- Unselfish with puck	- Handles puck in small spaces & traffic	- Variety of shots	- Disciplined
- Changes pace				

POLICY # 19.0 – PLAYER EVALUATION PROCESS & TEAM SELECTION PROCESS (CONT'D)



Appendix A - Evaluation Forms (CONT'D):

Form Header

2024		Division:	U11	Stage:	Intrasquad		
Sept 28		Category:	AA/A	Group:	1		Evaluator:
Pinny #	Skating	Passing	Puck Handling	Shooting	Hockey Sense	Player Total	Player Notes



POLICY # 20.0 – TEAM FINANCES & FUNDRAISING POSITIONING STATEMENT

MEIFHA is a volunteer organization that administers the cost sharing of female hockey programs to its members. In the interest of sustainability, we must find reasonable ways to minimize cost without sacrificing our members' hockey experience. MEIFHA supports allowing members and teams using fundraising activity to offset the costs associated with the participation in our female hockey programs. The MEIFHA Executive has developed a policy and set of guidelines to ensure that fundraised monies are utilized in hockey program areas that:

- foster athletic development & physical literacy;
- personal development;
- enhance the female hockey experience

Further, MEIFHA fundraising policies are not designed to restrict teams and members that choose to provide more for their programs but are designed to allow for reasonable fundraising activity to suit a specific hockey program. Additionally, MEIFHA fundraising policies help ensure that certain fundraising activities may continue in the future (sustainability) as well as protect MEIFHA, its members and volunteers from legal issues. All Coaches and Managers must ensure that during fundraising activities, child safety is paramount. All members of the Association, players and participants, have a responsibility to protect the positive image of the Association and conduct themselves above reproach, when representing themselves as members of the MEIFHA.

FUNDRAISING POLICY

a) Teams have the option to draw upon Parent Contributions in lieu of Fundraising Activities to support their hockey season program. If this option is exercised, the majority of the parents must be in favor, by way of vote. In order for the vote to be valid, a minimum of 75% of the team families must participate. The results of this vote must be communicated to the Team and written documentation must be provided to the MEIFHA Financial Assistance Coordinator. Team Player banks should be made payable in a minimum of three installments with the final instalment due by Feb 15th of the season. Incoming sponsorship money can be accounted for/deducted when determining instalment amount owed per family.

b) Startup/seed funding can be requested within 30 days of the Team formation. Recommended amount is \$200 with a maximum ask of \$350.

c) All fundraising MUST be approved by the MEIFHA Financial Assistance Coordinator before teams will be allowed to proceed. Failure to follow this rule will see penalties or sanctions being assessed to the Team, including but not limited to denial of any future fundraising activities. Approval is obtained through the approval of the budget worksheet. If a Team wants to start activities in advance of the budget worksheet being submitted, please contact the Financial Assistance Coordinator.



POLICY # 20.0 – TEAM FINANCES & FUNDRAISING (CONT'D)

d) Funds for Team use are available either through Parental Contributions, Sponsorships or Fundraising Activities.

e) All Team Fundraiser Events must be registered with the MEIFHA Financial Assistance Coordinator. If players are going to be participating in and/or in attendance during the activity, the MEIFHA Financial Assistance Coordinator must be made aware of this. Failure to report a Fundraising Activity could result in disciplinary action from the MEIFHA Executive Committee.

f) At the discretion of the Team, proceeds from Fundraising Activities will be divided equally amongst the Player or Parent Members that registered to participate in that Fundraising Activity, and count toward that individual Player Contribution. If individual level sponsorship is obtained and is contributed to a Player's contribution, funds can only be applied to a current hockey season's contribution.

g) All Team Fundraising activities must be included in the Team Budget with monies accounted for by the Team Treasurer. All income from Fundraising Activities (including but not limited to the following) will be deemed Fundraised Money;

- Monies received for auction items purchased and admittance fees whether they are made by parents or the general public;
- Monies received for "Jersey Sponsors", whether or not the person or company is a parent of the team

h) All Team Fundraising activities must be coordinated and supervised by a Team Official (Coach, Assistant Coach, Team Manager, Team Treasurer or adult from the team). Where players are involved in a Fundraising Activity, Players must be supervised by their Parent or by a Coach, Assistant Coach or Team Manager listed on the Team's approved official roster.

i) For Fundraising Activities where there is a Lottery, Raffle or Games of chance, if the following three elements are applicable:

- The disposition of property (a prize);
- Any mode of chance whatsoever involved in obtaining the prize;
- Consideration exchanged for a chance to win the prize (i.e., paying money for a chance to win a prize);

then the Activity will require a licence from the Nova Scotia Department of Alcohol and Gaming. This can be obtained for applicable events here:

Refer to <https://novascotia.ca/sns/access/alcohol-gaming/forms-permits.asp>



POLICY # 20.0 – TEAM FINANCES & FUNDRAISING (CONT'D)

Pursuant to Nova Scotia Alcohol and Gaming Authority Act, alcohol, alcohol gift cards or other similar items may not be used in part or in whole for a Fundraising Activity. Similarly, the promotion of gambling (i.e. Casino or Poker Nights) is not permitted. If a team knowingly breaches this act, MEIFHA will not assume any responsibility for these actions or actions related to this breach.

j) **Association 50/50** proceeds sold by Team members will be sent from the Association to the Team Treasurer. Funds are to be applied to Team totals and/or individual Player banks; whatever is decided by the Team at the beginning of the season. The Team decision must be documented in an email to the Team. Once the Team budget is balanced/approved, any credit for the season under \$50 can be sent back directly to the Player's family. Any individual refund over \$50 will be returned by the Team Treasurer to the MEIFHA Vice-President of Finance. These funds will be credited to Player registration for the following season. Money can be transferred to another hockey Association for the following season but if a Player does not return to another hockey Association, the money will be retained by MEIFHA.

k) **Jersey Sponsors** - Teams may obtain one sponsor at a rate of no more than \$200 per jersey. Each Team will be responsible for obtaining sponsor name bars for their sponsors and having them attached per our Equipment and Jerseys Policy. The cost of Sponsor bars shall come from the sponsorship revenue.

l) Teams must limit the total number of Team Fundraising Activities to four (4) per season - unless otherwise approved by the MEIFHA Financial Assistance Coordinator. The Association 50/50 fundraiser does NOT count as one of the four (4) Team Fundraising Activities

m) The MEIFHA Executive Committee must approve fundraising Activities for special events (such as Hosting Provincial Championship Tournaments, or travelling to Special Tournaments / Events).

n) Teams may not show any approved Fundraising Activities as having a negative balance on the Team Expenditure worksheet. Should a Fundraising Activity incur a loss, it should be entered on the Team Expenditure Worksheet as \$ 0.00. Teams will be permitted to submit an application for an additional Fundraising Activity should an approved event incur a loss.

o) The MEIFHA Executive Committee has the right to audit records and verify amounts at any time. All receipts and bank records must be provided within 48 hours of this request.

p) All Fundraised Monies can only be withdrawn from the Team account via cheque with two (2) signatories and reference line filled in. Absolutely no CASH withdrawals are allowed. Bank cards should be set with limits outlined by the account opening letter from MEIFHA.



POLICY # 20.0 – TEAM FINANCES & FUNDRAISING (CONT'D)

ALLOWABLE EXPENDITURES

The purchase of any items not listed below, or the sum of purchases in excess of the approved limits must have prior approval from the appropriate MEIFHA Executive member, or it will be deemed a noneligible expense. All misappropriated funds will be charged back to the Team's parental contribution allocation. If parental contribution money is not available, the amount will be charged back to each family equally.

a) The following is a list of items which are provided by MEIFHA and billed to Teams by the MEIFHA and included on our Team Billings Worksheet where teams can use Fundraised Money to offset the total cost:

- Ice Bill (over and above MEIFHA allotment)
- Team Official Fees (over and above MEIFHA allotment)
- Referee / Time Keepers Costs (over and above MEIFHA allotment)
- League Fees – HNS / NSFHL / South Conference Female
- Banking Expenses
- Team Jersey Replacement Fees
- Other MEIFHA approved expenditures

b) It is the intent of the MEIFHA to monitor all fundraising projects by MEIFHA Teams.

c) It is the responsibility of the MEIFHA Financial Assistance Coordinator to approve and/or endorse all fund-raising projects within the Association. Fundraising projects should be submitted to the Financial Assistance Coordinator of the MEIFHA, for review and written approval. It shall be the Financial Assistance Coordinator and the MEIFHA Executive Committee's responsibility to deny requests that could be detrimental to MEIFHA, its teams or its leagues.

d) It is the responsibility of the Coach and/or Manager of each Team to submit an Income and Expenditure report to the MEIFHA Financial Assistance Coordinator, for all Fundraising Activities.

e) All Teams in the MEIFHA must provide a regular financial statement of Team operations to parents of their team and the MEIFHA Financial Assistance Coordinator. A Preliminary Budget, Mid-Year and a Final Budget Report are expected. Deadlines for these submissions will be communicated to all Teams at the beginning of the hockey season. Seed funding cannot be returned to families until final budget approval is granted. MEIFHA reserves the right to apply parent contributions towards unpaid registration balance or apply outstanding Team expenditures to the following season's registration.

f) Signing authority for team accounts shall be by the Team Manager or Head Coach, and the Team Treasurer. Two signatories cannot live in the same household. The Team Treasurer and Team Manager cannot be the same person or related.



POLICY # 20.0 – TEAM FINANCES & FUNDRAISING (CONT'D)

g) Teams are permitted to take one (1) bus trip per hockey season.

h) In the interest of sustainability and finding reasonable ways to fundraise, the following limits are in place as maximum allowable Team expenditures for non-ice related expenses.

Non-Parent Coach Expenses: Maximum \$2000 (outlined below)

- **Non-Parent Coach Gas:** Gas receipt can be submitted to the Team Treasurer for one vehicle for all trips over 3 hours in total travel
- **Non-Parent Coach Meals:** Meal receipts can be submitted to the Team Treasurer for one (1) meal for all trips that require 4 hours of total travel, two (2) meals for 6 hours of total travel and three (3) meals for full days. No alcohol can be charged.
- **Non-Parent Coach Hotel:** One (1) hotel receipt can be submitted to the Team Treasurer for stays where the game is 3 hours from the home rink and the Team is also staying overnight. Two (2) rooms can be submitted on an exception basis provided that it is approved by the Head Coach, Team Manager and Team Treasurer. If the Head Coach is a Non-Parent Coach, please consult with MEIFHA Financial Assistance Coordinator.

Coach Equipment: Maximum \$300

Off-Ice Development: Maximum \$500

Team Building: Maximum \$500

Year end party: Maximum \$1000

Player Equipment: Maximum \$100 a player (socks)

Miscellaneous: Maximum \$300



POLICY # 21.0 – SPONSORSHIP

- a) Major team and/or tournament sponsors must be approved by the MEIFHA.
- b) All sponsor requests shall be forwarded to the MEIFHA Vice-President Finance for review and approval by the Executive.
- c) Major MEIFHA sponsors shall not be approached for individual team donations. A list of major sponsors will likely be prominently identified on the MEIFHA website but in case not, they will be available upon request to the MEIFHA Executive.



POLICY # 22.0 – ON-ICE HELPERS

From time to time hockey teams enlist older hockey players to assist with practices, scrimmages and other activities. It is important to ensure that insurance is in place by following the Hockey Canada (HC) Risk Management: On Ice Helpers Policy guidelines which are:

1. Any on-ice helpers must be a current registered member of Hockey Nova Scotia / Hockey Canada. If the individual is not currently registered through a minor hockey association, female hockey program, junior team, senior team or as an associate member, the Association wishing to have this person help must register the individual with Hockey Nova Scotia.
2. All on-ice helpers must wear a CSA certified helmet with chin strap fastened and appropriate face protection required for the player's level of play. A BNQ certified neck guard must also be worn by all minor hockey aged players assisting as an on-ice helper.
3. U13 and below on-ice helpers must wear full gear. All other helpers (above U13) are to wear what is mentioned above with appropriate helmet and face protection for their Division.
4. All on-ice helpers must be under the direct supervision of a certified Team Official and are not to participate in drills.
5. On-ice helpers are permitted to assist Coaches and demonstrate only.
6. Metro East Inferno players may be invited to be a shooter for MEIFHA Goalie Development sessions. In such cases, shooters must wear full equipment, no exceptions.



POLICY # 23.0 – EQUIPMENT AND JERSEYS

- a) The MEIFHA Equipment Manager will distribute all of the MEIFHA equipment at the start of the Hockey Season and record this distribution, ensuring copies of said distribution are kept on file for the current season. Team garment bags and hangers will be issued with the team jersey sets and must be returned at the end of the Hockey Season with the jerseys.
- b) Teams must collect a \$100 Jersey Deposit from each player at the start of the season. The Jersey Deposit shall be post-dated for April 30th of the following calendar year. Jersey sets will not be released to teams until all Jersey Deposits are received by the Equipment Manager. Team Managers must submit a list of all Jersey Assignments via email, to the Equipment Manager no later than November 1st. These will be the official assignments for the Hockey Season.
- c) Team Management is responsible for the return of all assigned equipment and will be held accountable for its return no later than April 15th. Jersey Deposit cheques shall be returned to the Team Manager upon receipt of all jerseys, cleaned, free of all stitched name and sponsor bars, A's & C's and deemed to be in satisfactory condition by the Equipment Manager. All threads must be removed. Teams will be billed for missing garment bags/hangers.
- d) All equipment supplied by the MEIFHA will remain the property of the MEIFHA.
- e) The MEIFHA may be able to provide goaltender equipment for goalies up to and including the U13 age category. The U15 and U18 age categories are responsible to provide this equipment on their own accord.
- f) All players who participate in the MEIFHA on ice activities must wear all mandatory protective equipment as outlined by Hockey Canada and Hockey Nova Scotia. Failure to do so can result in suspension or disqualification from the Association.
- g) All coaches in the MEIFHA must wear a helmet while on the ice, with chin strap properly fastened.
- h) Jerseys and protective equipment are not to be used for non-team functions.
- i) Name bars, C's and A's are not to be pressed onto the hockey sweater; bars are to be stitched (zig-zag) only.
- j) If name bars are pressed onto the sweater the Jersey Deposit for that particular jersey will be held by MEIFHA and used to put toward replacement. The player will not be permitted to keep the damaged jersey.
- k) When supplied equipment is lost or damaged the Team Manager or Coach that signed for the equipment must report the incident to the MEIFHA Equipment Manager.



POLICY # 23.0 – EQUIPMENT AND JERSEYS (CONT'D)

l) The MEIFHA Equipment Manager and Vice-President Finance shall complete all Jersey purchases. Jerseys not purchased by the MEIFHA shall not be worn for any MEIFHA sanctioned events. This does not include practices.

m) Jerseys are not be distributed to team players. They must remain with the Team Management or parent volunteer Jersey Carriers for the duration of the hockey season.

n) MEIFHA supplied equipment for goaltenders, at most, shall include chest protector, blocker pads, trapper glove and blocker glove. All other equipment must be supplied by the goaltender.