

DuPage Black Bears Hockey Club

Policies, Rules & Code of Conduct Handbook

2026–2027 Season

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1. PURPOSE & MISSION

The DuPage Black Bears Hockey Club (the “Club”) is committed to providing a safe, competitive, disciplined, and development-focused hockey environment that promotes teamwork, sportsmanship, accountability, leadership, respect, and personal growth.

The Club exists to develop players both on and off the ice while maintaining the highest standards of conduct and integrity throughout all Club activities.

Participation in the Club is a privilege, not a right. All players, parents, guardians, coaches, managers, volunteers, and spectators are expected to represent the Club in a positive and respectful manner at all times.

This Handbook establishes the policies, standards, procedures, and expectations applicable to all members of the Club.

2. CLUB PHILOSOPHY

The DuPage Black Bears Hockey Club believes:

- Hockey should provide a positive and rewarding experience for all participants.
- Development, discipline, teamwork, and sportsmanship are equally as important as competitive success.
- Respect for teammates, coaches, officials, opponents, and facilities is mandatory.
- The behavior of players, parents, coaches, and spectators directly impacts the culture and reputation of the Club.
- All participants are responsible for creating a safe, inclusive, and respectful environment.

The Club adheres to all applicable rules and regulations established by USA Hockey, AHAI, AAU, league governing bodies, and SafeSport.

3. MEMBERSHIP EXPECTATIONS

All participants associated with the DuPage Black Bears Hockey Club are expected to:

- Conduct themselves in a respectful and sportsmanlike manner.
- Follow all Club rules, policies, and procedures.
- Comply with USA Hockey, AAU, AHAI, league, and SafeSport requirements.
- Promote a positive environment for all participants.

- Demonstrate accountability and integrity on and off the ice.

Failure to comply with Club policies may result in disciplinary action, including suspension or removal from the Club without refund.

4. ZERO TOLERANCE POLICY

The DuPage Black Bears Hockey Club strictly enforces a Zero Tolerance Policy regarding inappropriate conduct by players, parents, coaches, managers, volunteers, and spectators.

The following conduct is strictly prohibited:

- Abusive, threatening, or intimidating behavior
- Profanity or obscene language
- Taunting, baiting, or ridiculing others
- Unsportsmanlike conduct
- Public criticism of players, coaches, officials, or families
- Fighting or physical altercations
- Throwing objects or creating unsafe conditions
- Harassment, bullying, hazing, or discrimination
- Social media harassment or cyberbullying
- Conduct requiring intervention by security or law enforcement
- Any behavior deemed detrimental to the Club

Any participant violating the Zero Tolerance Policy may be subject to immediate removal from the facility, suspension, disciplinary review, or expulsion from the Club.

The Club reserves the right to impose discipline beyond penalties assessed by referees, leagues, USA Hockey, AAU, or AHAI.

5. PLAYER CODE OF CONDUCT

All players are expected to represent the DuPage Black Bears Hockey Club with integrity, discipline, respect, and sportsmanship.

Player Responsibilities

Players shall:

1. Respect coaches, teammates, opponents, officials, rink staff, and spectators at all times.
2. Follow all Club, league, AAU, AHAI, USA Hockey, and SafeSport rules.
3. Demonstrate good sportsmanship both on and off the ice.
4. Attend practices, games, meetings, and team functions on time and prepared.
5. Maintain appropriate conduct in schools, hotels, locker rooms, rinks, and public settings.
6. Place academics, personal responsibility, and character ahead of athletics.
7. Wear all required protective equipment during all on-ice activities.
8. Respect locker rooms, team property, and the property of others.
9. Support teammates and contribute positively to team culture.
10. Give maximum effort and maintain a positive attitude.

Prohibited Conduct

The following conduct may result in disciplinary action, suspension, or expulsion:

- Fighting or intent to injure
- Abuse of officials
- Bullying, harassment, hazing, or locker boxing
- Theft or vandalism
- Alcohol, tobacco, vaping, or drug use
- Profanity or abusive language
- Social media misconduct
- Repeated unsportsmanlike penalties
- Destruction of property
- Violations of SafeSport policies

Any player intentionally damaging property may be suspended until restitution has been made.

The Club reserves the right to impose additional penalties when deemed necessary to protect the best interests of the organization.

6. PARENT & SPECTATOR CODE OF CONDUCT

Parents and spectators play an essential role in creating a positive and respectful hockey environment.

Parents and spectators shall:

1. Demonstrate sportsmanship and respect at all times.

2. Support all players, coaches, officials, and volunteers.
3. Refrain from coaching players from the stands.
4. Avoid arguing with referees, coaches, or opposing spectators.
5. Follow the Club's 24-Hour Rule regarding concerns and complaints.
6. Encourage development, teamwork, and effort over wins and losses.
7. Ensure players arrive on time and properly prepared.
8. Respect all locker room and SafeSport policies.
9. Avoid public criticism, gossip, or social media disputes involving the Club.
10. Conduct themselves in a manner that positively represents the Club.

Parents and spectators may not:

- Use obscene or abusive language
- Threaten or intimidate any participant
- Engage in disruptive or intoxicated behavior
- Enter locker rooms without authorization
- Confront officials or coaches publicly

Any parent or spectator who violates Club policies may be removed from the facility and subject to suspension from future Club events.

The conduct of parents and spectators may directly impact a player's eligibility to participate in Club activities.

7. COACH, MANAGER & TEAM STAFF RESPONSIBILITIES

All coaches, managers, and team staff members are expected to uphold the highest standards of professionalism, leadership, and conduct.

All team personnel must:

- Serve as positive role models
- Promote sportsmanship and player development
- Enforce Club policies consistently and fairly
- Maintain proper certifications, registrations, and background screenings
- Comply with SafeSport requirements
- Maintain a safe and respectful environment
- Supervise locker rooms appropriately
- Report misconduct, injuries, or major incidents promptly
- Ensure locker rooms and bench areas are left clean and orderly

Only properly rostered, screened, and certified individuals may be on the bench or participate in on-ice activities.

The use of abusive language, humiliation, intimidation, or inappropriate disciplinary methods by team personnel is strictly prohibited.

8. COMMUNICATION & 24-HOUR RULE

The DuPage Black Bears Hockey Club requires all parents, guardians, and coaching staff to follow the Club's 24-Hour Rule.

Parents shall not approach coaches, team staff, or directors immediately following games, practices, or team events regarding concerns involving:

- Playing time
- Coaching decisions
- Team strategy
- Discipline
- Team placement
- Game situations

Parents must wait a minimum of twenty-four (24) hours before initiating communication. Violations to the 24-Hour Rule may result in game suspensions or other disciplinary actions.

Communication Process

1. Contact the Team Manager first.
2. Arrange a private discussion with the coach if necessary.
3. If unresolved, concerns may be elevated to the President & Hockey Director.
4. Matters involving conduct or policy violations may be referred to the Rules & Ethics Committee.

Public confrontations, hostile communication, or inappropriate behavior regarding team matters will not be tolerated.

9. LOCKER ROOM POLICY

The DuPage Black Bears Hockey Club is committed to maintaining a safe and secure locker room environment consistent with USA Hockey, AHAI, and SafeSport requirements.

General Locker Room Rules

- No player may enter a locker room without approved adult supervision.
- Locker rooms must be monitored by SafeSport-certified and background-screened adults.
- At no time may one unrelated adult be alone with one minor player.
- Hazing, bullying, harassment, locker boxing, roughhousing, or horseplay are prohibited.
- Players must respect teammates, coaches, and facilities.
- Locker rooms must be left clean and orderly.
- Any damage must be reported immediately.

Cell Phone & Recording Device Policy

Cell phones and recording devices are prohibited in locker rooms.

The following are strictly prohibited:

- Photos
- Videos
- Audio recordings
- Livestreaming
- Social media content creation

Violations may result in immediate disciplinary action and SafeSport reporting.

Parent Access to Locker Rooms

- Parents may assist younger players when necessary.
- At older age levels, parents are generally prohibited from locker rooms unless approved by coaching staff or in emergency situations.
- Parents may not enter locker rooms after games until post-game discussions are complete.

Locker Room Timing Expectations

- Players should arrive approximately sixty (60) minutes before games unless otherwise directed.
- Players are expected to vacate locker rooms promptly following practices and games.

10. SAFESPORT & SUPERVISION REQUIREMENTS

The Club fully supports and enforces all USA Hockey SafeSport requirements.

All adults who regularly interact with minor athletes, including coaches, managers, locker room monitors, and volunteers, must complete:

- USA Hockey registration (if applicable)
- SafeSport training
- National background screening

The Club reserves the right to prohibit any adult from participation if required certifications or screenings are incomplete.

Any suspected SafeSport violations must be reported immediately.

11. SOCIAL MEDIA & ELECTRONIC COMMUNICATIONS POLICY

The DuPage Black Bears Hockey Club expects all members and families to demonstrate professionalism and respect in all electronic communications and social media activity.

The following conduct is prohibited:

- Cyberbullying
- Harassment
- Threats or intimidation
- Discriminatory or hateful remarks
- Public criticism of players, coaches, officials, or families
- Sharing confidential team information
- Posting inappropriate locker room content
- Unauthorized representation of the Club

Any electronic communication deemed harmful to the Club, its members, or its reputation may result in disciplinary action.

Violations may be referred to the Rules & Ethics Committee, SafeSport, AHAI, AAU, or USA Hockey.

12. ATTENDANCE & PARTICIPATION EXPECTATIONS

Players are expected to attend all:

- Practices
- Games

- Team meetings
- Dryland sessions
- Team functions
- Tournaments

Players unable to attend must notify coaches or managers in advance whenever possible.

Repeated unexcused absences may result in:

- Reduced ice time
- Lineup adjustments
- Suspension from team activities
- Additional disciplinary action

Players are expected to arrive:

- Approximately sixty (60) minutes before games
- Fully prepared and dressed according to team requirements

13. UNIFORM & EQUIPMENT REQUIREMENTS

Players are responsible for maintaining all Club-issued uniforms and equipment in proper condition.

Required equipment must comply with USA Hockey and/or AAU standards.

Players must wear all required protective equipment during all on-ice activities, including:

- Certified hockey helmet
- Neck laceration protection when required
- Shoulder pads
- Elbow pads
- Gloves
- Hockey pants
- Shin guards
- Mouthguard if required by league rules
- Proper skates and protective gear

Failure to wear required equipment may result in removal from participation.

Players are expected to maintain jerseys and uniforms in clean and presentable condition.

14. ALCOHOL, TOBACCO, DRUG & VAPING POLICY

The possession, use, distribution, or being under the influence of alcohol, tobacco, vaping products, marijuana, illegal drugs, or controlled substances is strictly prohibited for all players during the hockey season and at all Club events.

Violations may result in:

- Immediate suspension
- Mandatory disciplinary review
- Removal from team activities
- Expulsion from the Club without refund

The Club reserves the right to impose discipline deemed appropriate based upon the severity of the violation.

15. DISCIPLINE, SUSPENSIONS & RULES ENFORCEMENT

The DuPage Black Bears Hockey Club reserves the right to impose disciplinary action for conduct detrimental to the organization.

Disciplinary action may include:

- Verbal warning
- Written warning
- Benching
- Suspension from practices or games
- Probation
- Removal from team activities
- Expulsion from the Club

Discipline may be imposed by:

- Coaches
- Hockey Directors
- Rules & Ethics Committee
- Board of Directors

The Club may honor and extend suspensions imposed by:

- USA Hockey
- AHAI
- AAU

- League governing bodies
- Tournament organizations

Suspended players may still be required to attend games and team functions unless otherwise directed.

16. FIGHTING & MATCH PENALTY POLICY

Fighting before, during, or after games or practices is strictly prohibited.

Any player assessed a fighting major, match penalty, or gross misconduct penalty may be subject to:

- Automatic suspension
- Additional Club discipline
- Mandatory Rules & Ethics review
- Additional penalties imposed by USA Hockey, AHAI, AAU, or league governing bodies

The Club reserves the right to impose discipline exceeding league minimum requirements.

17. RULES & ETHICS COMMITTEE

The Rules & Ethics Committee exists to investigate and review alleged violations of Club policies, conduct expectations, and governing body regulations.

Committee Authority

The Committee may review:

- Conduct violations
- Parent complaints
- Player discipline matters
- Coach or staff misconduct
- Social media violations
- SafeSport concerns
- Behavioral incidents

Complaint Procedures

- Complaints must be submitted in writing.
- Verbal complaints may not be formally reviewed.
- Anonymous complaints may not be investigated.
- The Committee may conduct interviews and fact-finding as necessary.
- Decisions and disciplinary recommendations may be appealed to the Board of Directors.

The Club reserves the right to involve law enforcement, SafeSport, USA Hockey, AHAI, or other governing bodies when appropriate.

18. VOLUNTEER & CLUB PARTICIPATION EXPECTATIONS

The DuPage Black Bears Hockey Club is a volunteer-supported organization.

Families may be asked to assist with:

- Scorekeeping
- Penalty box duties
- Game clock operation
- Fundraising events
- Club functions
- Team events
- Locker room monitoring (if approved and certified)

Volunteer requirements and any applicable buyout options will be communicated annually.

The Club reserves the right to assess volunteer obligations as part of annual membership requirements.

19. TRAVEL & TEAM EVENT EXPECTATIONS

Players and families representing the Club during tournaments, travel events, hotels, or team functions are expected to:

- Conduct themselves respectfully at all times
- Follow curfews and team schedules
- Respect hotel property and public facilities
- Follow instructions from coaches and team staff
- Avoid disruptive or unsafe behavior

Parents remain responsible for supervising their child outside official team activities unless otherwise communicated by team staff.

Any misconduct during travel events may result in disciplinary action.

20. PHOTO & MEDIA RELEASE

By participating in the DuPage Black Bears Hockey Club, participants and their parents/guardians grant permission for the Club to use photographs, video recordings, audio recordings, and likenesses for:

- Promotional materials
- Club publications
- Social media
- Marketing materials
- Websites
- Sponsorship materials

Any request to revoke media consent must be submitted in writing to the Club.

21. ASSUMPTION OF RISK & WAIVER

Participation in ice hockey involves inherent risks, including but not limited to bodily injury, illness, disability, property damage, and death.

By participating in Club activities, participants and their parents/guardians acknowledge and accept the risks associated with participation in hockey and related activities.

Participants agree to comply with all Club, USA Hockey, AHAI, AAU, SafeSport, and league rules and regulations.

The Club reserves all rights permitted under applicable governing body regulations and organizational policies.

22. ACKNOWLEDGEMENT & SIGNATURES

By signing below, the undersigned acknowledge that they have received, read, understood, and agree to comply with all policies, procedures, rules, and expectations contained within this Handbook.

The undersigned further acknowledge that failure to comply with Club policies may result in disciplinary action, suspension, or termination of participation without refund.

PLAYER INFORMATION

Player Name: _____

Team / Level: _____

Date of Birth: _____

PLAYER ACKNOWLEDGEMENT

Player Signature: _____

Date: _____

PARENT / GUARDIAN ACKNOWLEDGEMENT

Parent / Guardian Name: _____

Signature: _____

Date: _____

Parent / Guardian Name: _____

Signature: _____

Date: _____

CLUB REPRESENTATIVE

Club Representative: _____

Title: _____

Signature: _____

Date: _____