



Sicamous Eagles Junior B Hockey Club

Policy Manual

This policy manual and its amendments shall be available to all society members, board members, team personnel, billeting parents, players' parents, and players.

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1. Mission Statement

The Sicamous Eagles Junior B Hockey Club (Society) shall provide services and resources to enable young hockey players to develop their hockey skills and talents in an environment that focuses on safety, discipline and respect. We strive to offer first class junior hockey entertainment to our fans and our corporate partners. The Eagles team will continue to build on a winning tradition throughout the organization that will foster a reputation of integrity, professionalism and respect through initiatives sensitive and responsive to the community it represents and the KIJHL.

2. Bylaws

The Bylaws of the Society are those as set out in Schedule B of the Society Act. All other rules, regulations and procedures are set out in this Policy Manual

3. Structure

Canadian Hockey Association → BC Amateur Hockey Association → Kootenay International Junior Hockey League → Sicamous Eagles Society → General Manager → Coaching Staff → Players

4. Society Membership

Approved Society Members have a vote at the Annual General Meeting for the election of the Board of Directors. The Society should be composed of a good mix of persons with different skills allowing a good cross section of abilities to be brought to the table.

Objectives of the Society Members are:

- To foster, improve and perpetuate the game of Amateur Hockey;
- To develop sport participation, including recruitment and retention initiatives;
- To secure the enforcement of the rules of the game as adopted by the Society;
- To supervise and carry out the competitions for the championship of the KIJHL;
- To emphasize and encourage the involvement of those volunteers who put the interests of the game ahead of their personal interests;
- To elevate the awareness of the responsibilities of the Hockey Public in ensuring the game is played in a positive environment;
- To provide a safe playing environment, including participation in hockey's national insurance program;
- To assist registered participants in their pursuit of excellence by providing effective programs and services through available resources;
- To monitor and review services, benefits and programs available to registered participants in order to meet their ever-changing needs;
- To present a common voice on behalf of the Members in all discussions that could affect them at the National and International level;
- To dedicate itself to the advancement of Amateur Hockey for all team members through progressive leadership by ensuring meaningful opportunities and enjoyable experiences in a sportsmanlike environment;
- To actively promote and support equal access to hockey programs and services for all, regardless of gender, sexual orientation, ethnic origin, racial origin or religion.

Society Membership Requirements:

To become a General Member of the Society;

- A Person Must:

- be 18 years of age or older;
- pay a non-refundable membership fee (yearly) of \$5.00 prior to the AGM;
- be in attendance at the AGM;
- General Membership is Approved When:
 - the Board has received and accepted your personal information;
 - membership fees have been received;
 - signed code of conduct form has been received.
- Membership is renewed annually.
- Only Society Members in good standing will be allowed to vote at the Annual General Meeting.

5. Board of Directors

Objectives of the Board of Directors are:

- The Board shall govern, manage, or supervise the management of, all aspects of the activities and affairs of the Society, and is accountable to the Members which it serves.
- The Board may delegate any, but not all, of their responsibilities. The Board shall have the authority to delegate those responsibilities, duties and authority that may be lawfully delegated to the General Manager or to a Committee, Work Group or Member of the Society, or to any third party to assist it in carrying out its responsibilities.
- The Board may make, or cause to be made, for the Society, in its name, any kind of contract which the Society may lawfully enter into and, save as otherwise provided in these policies, generally may exercise all such other powers and do all such acts and things as the Society, by its charter or otherwise, is authorized to exercise and do.
- The Board may review and vote to make additions or modifications to the Policies that determine the positive direction of the organization and its operations.
- The Board shall appoint all Coordinators.
- The Board shall initiate team fundraising ventures which would then be managed by the Fundraising Coordinator.
- The Board shall appoint a General Manager for the hockey team following the Annual General Meeting. At this time this is a volunteer position.
- The Board shall (with insight from the General Manager) determine the annual salary of the head coach and the amount of honorariums, if any, to be paid to other personnel.

Board Composition:

- The Board shall consist of no less than 5 members and no more than 11 Directors, including the President, elected by the Society Members
- All Directors, within thirty (30) Days of taking office, shall divest themselves of any active executive position with a Member organization including, without limitation, a position on the board of directors of any such Member, or any position as a team official. Any person seeking election as a Director shall declare any conflict of interest in advance of seeking election.

Board of Directors Requirements:

To become a Board Member of the Society;

- Applicants Must:
 - be a General Member of the Society;
 - apply in writing or email to the Nominating Committee prior to the AGM;
 - have some hockey knowledge, or experience with board of directors operations;

- Applicants Must Not Be:
 - a paid employee of the Society;
 - found by any court, in Canada or elsewhere, to be incapable of managing the individual's own affairs;
 - an undischarged bankrupt;
 - convicted in or outside of British Columbia of an offence in connection with the promotion, formation or management of a corporation or unincorporated entity, or of an offence involving fraud, unless;
 - the court orders otherwise,
 - five years have elapsed since the last to occur of; the expiration of the period set for suspension of the passing of sentence without a sentence having been passed; full payment of any fine imposed; the conclusion of the term of any imprisonment; and the conclusion of the term of any probation imposed, or a pardon was granted or issued; or a record suspension was ordered under the Criminal Records Act (Canada) and the pardon or record suspension has not been revoked or ceased to have effect.

Board of Directors Roles:

The Board of Directors 'Executive Committee' shall include:

- President *
- Vice President *
- Secretary *
- Treasurer *
- Directors *
- Billet Coordinator
- School Liaison
- General Manager **
- Assistant General Manager ***

* All are positions that will be voted upon by Society Members at the Annual General Meeting

** All are positions that will be appointed yearly at the Annual General Meeting by the Board of Directors

*** All are positions that will be appointed yearly at the Annual General Meeting by the General Manager. If circumstances require this position may be appointed by the Board of Directors when necessary.

The President shall chair all executive and general meetings, prepare agendas and establish meeting protocols. The president shall oversee the operation of the society and ensure all policies and procedures are being adhered to. The president shall provide a report to the society membership at the AGM.

The Vice President shall assume all duties of the president in the absence of the president.

The Secretary shall ensure the maintenance of all meeting minutes, circulate agendas and minutes prior to board meetings. They will carry out all duties assigned by the board regarding correspondence for the Society. If the secretary is absent the President will designate an alternate.

The Treasurer is responsible for doing, or making the necessary arrangements with a contracted bookkeeper, for the following:

- receiving and banking monies collected from the members or other sources;
- keeping accounting records in respect of the Society's financial transactions;
- preparing the Society's financial statements and reporting on those statements at board meetings and at the AGM;
- making the Society's filings respecting taxes.

The Directors may assume coordinator roles and/or participate in the various board functions and responsibilities.

The Billet Coordinator shall compile a list of potential billet homes; they will inspect all homes to ensure they are suitable; and be the contact person for any concerns by the players, parents, or billet parents.

The School Liaison shall present the Eagle's program to the high school management; run monthly checks on players marks, attendance and general attitude at school. They will report any discipline problems and school problems to the board and/or general manager. They will work with the school principal on these checks. They will work with the school councillor to obtain any extra credits players can receive for playing hockey with the team.

Board Appointed Coordinators:

The Board shall appoint Coordinators to the following positions:

Billet Coordinator - shall compile a list of potential billet homes; they will inspect all homes to ensure they are suitable; and be the contact person for any concerns by the players, parents, or billet parents.

School Liaison - shall present the Eagle's program to the high school management; run monthly checks on players marks, attendance and general attitude at school. They will report any discipline problems and school problems to the board and/or general manager. They will work with the school councillor to obtain any extra credits players can receive for playing hockey with the team.

Merchandise Coordinator - shall be responsible for presenting a merchandise list with costs, to the board for approval, and for ordering that merchandise which has been approved. Will manage the Merchandise table selling team souvenirs at all home games and possible other team functions.

Fundraising Coordinator - shall coordinate all board approved fundraising activities.

Marketing/Sponsorship Coordinator

Program Coordinator - shall work with the teams General Manager and the Marketing/Sponsorship Coordinator in creating and printing the Eagles annual game night souvenir programs.

Volunteer Coordinator (ticket booth, beer booth, 50/50 person)

Game Night Coordinator - shall coordinate all aspects of game night including setup and take down, ensuring an adequate number of people working the ticket gate, program sales, merchandise sales, 50/50 sales, music, scorekeeper, time keeper, goal judges, security, etc.

Sound Booth Coordinator (announcer and music people)

Security Coordinator - shall develop a security program for the board of directors consideration and approval, ensuring there are a sufficient number of security people at each home game and/or team functions.

Team Community Involvement Coordinator -

Social Media Coordinator -

Webcast Coordinator -

Nominating Committee Coordinator -

Team Social Committee - (welcome BBQ, parents' weekend, end of year banquet)

Risk Management Committee -

Nominating Committee -

Board Terms of Office:

An elected Director shall serve a one (1) year term. The term shall commence at the end of the Annual General Meeting at which the Director was elected and terminate at the end of the Annual General Meeting occurring approximately one (1) year later. A Director can be re-elected at the Annual General Meeting for the coming one (1) year term.

Board Nominations:

Nominations for the position of Director may only be submitted by a Society Member or by the Nominating Committee Coordinator. No Society Member may submit a number of nominations that exceed the number of Directors' positions available for election.

Nominations from the floor at the Annual General Meeting are not permitted.

Election of the President of the Board:

The Society Members shall elect the President of the Board for a two (2) year term at the Annual General Meeting using the procedure described in this Policy Manual.

The following individuals are eligible to stand for election as President of the Board:

- any current elected Director whose term does not expire at the Annual General Meeting where the election is occurring; or
- any individual nominated for the position of elected Director in accordance with this policy

The candidate receiving the most votes shall be declared elected as President of the Board. If more than one candidate receives the highest number of votes on the first ballot or any subsequent ballot, the candidates who receive less than the highest number of votes on the current ballot shall be removed from the ballot and voting will continue until one of the tied candidates is the sole recipient of the most votes. In the event of the candidates remaining tied for the most votes through three consecutive ballots, the President of the Board shall be selected by a random draw conducted by the Nominating Committee Coordinator, from among the tied candidates.

Following the election of the President of the Board at the Annual General Meeting, all the remaining nominees, including nominees described who unsuccessfully ran for the position of President of the Board, shall be eligible to run for the vacant Board positions.

Any individual who is elected as President of the Board, shall immediately resign from his previous position as a Director, and elections to fill the positions of the elected Directors whose terms have expired, and the Director's position vacated by the new Board President shall proceed.

Election of Directors:

At each Annual General Meeting, elections shall be held to fill the positions of the elected Directors to fill any vacancies. The election of Directors shall be conducted by secret written ballot. The names of all the nominees for Directors' positions shall appear on the ballot.

Each Society Member or Director in attendance at the Annual General Meeting shall receive several ballots equal to the number of votes that the Society Member or Director is entitled to cast. Any ballot containing votes for several nominees other than the number of available Directors' positions shall be considered spoiled and shall not count as a vote cast when calculating the number of votes necessary to constitute a majority. The available Board positions shall be filled by the nominees receiving the most votes.

If there is a tie for the final Director's position or positions, the names of the tied nominees shall appear on a new ballot, and the voting procedure shall continue until all the Directors positions have been filled. In the event of the candidates remaining tied for the final position or positions through three consecutive ballots, the final Director's position or positions shall be filled by a random draw conducted by the Nominating Committee Coordinator from among the tied nominees.

Upon the completion of the elections, only the names of the elected Directors shall be announced at the Annual General Meeting by the Nominating Committee Coordinator. All election ballots will be destroyed after those names are announced.

Removal or Suspension of a Board Director:

A Director may be removed from office by the Members in accordance with Part 3, Section 31 of the Societies Act. The Board shall provide that Director with a statement of the reason or reasons for the proposed suspension, at least thirty (30) days prior to the Board meeting at which the proposed suspension is to be voted on. The statement shall include a notice of the place and time when the Board will be meeting to vote on the suspension. The Director shall be given an opportunity to be heard and the matter will be considered by the Board at the time cited in the notice. The motion by the Board to suspend a Director requires no less than seventy-five percent (75%) majority of those entitled to vote to pass. The Director whose suspension is proposed shall not be entitled to vote on the motion. In exceptional circumstances, a Director may be indefinitely suspended by the President of the Board pending a Board hearing.

Board Vacancies:

Any Board position shall be automatically vacated if a Director:

- resigns from office by delivering a written resignation to the President of the Board;
- is found by a court to be incapable of managing his or her own affairs;
- becomes bankrupt;
- dies; or

is removed by the Members in accordance with this policy.

Filling a Board Vacancy:

Where a vacancy occurs on the Board, the following procedure shall apply:

- The Board shall notify the Nominating Committee Coordinator, who shall then solicit nominations from the Members for candidates to fill the vacancy.
- The Board shall elect from the list provided a Director to act on an interim basis until the next Annual General Meeting.

A vacancy in the President of the Board position shall be filled using the following procedure:

- The Board shall elect from within their numbers an individual to act as Interim President until the Members elect a new President; and
- The Board shall notify the Nominating Committee Coordinator, who shall then solicit nominations from the Members for candidates to fill the vacancy.

Directors' Conflicts of Interest:

This section applies to a Director of the Society who has a direct or indirect material interest in:

- a contract or transaction, or a proposed contract or transaction, of the Society, or
- a matter that is or is to be the subject of consideration by the directors, if that interest could result in the creation of a duty or interest that materially conflicts with that director's duty or interest as a director of the Society.

A director to whom this section applies must:

- disclose fully and promptly to the other directors the nature and extent of the director's interest;
- abstain from voting on a directors' resolution or consenting to a consent resolution of directors in respect of the contract, transaction or matter;
- leave the directors' meeting, if any,
 - when the contract, transaction or matter is discussed, unless asked by the other directors to be present to provide information, and
 - when the other directors vote on the contract, transaction or matter, and
 - refrain from any action intended to influence the discussion or vote

A disclosure must be evidenced in at least one of the following records:

- the minutes of a meeting of directors;
- a consent resolution of directors;
- a record addressed to the directors that is delivered to the mailing address of the Society.

If all the directors of a Society have disclosed a direct or indirect material interest in a contract, transaction or matter, any or all the directors may vote on a directors' resolution or consent to a consent resolution of directors in respect of the contract, transaction or matter.

6. Committees

Team Social Committee:

Risk Management Committee:

The Risk Management Committee is responsible for ensuring the development and implementation of a comprehensive risk management program and for monitoring compliance with program standards and objectives.

Nominating Committee:

The Nominating Committee is responsible for ensuring, on a continuing basis, that the Society's Board of Directors is composed of qualified and skilled persons capable of, and committed to, providing effective governance leadership to the Society.

The Nominating Committee should attempt to attract candidates who, among other things: represent diversity of gender; diversity of ethnicity; a diversity of geographical location, a diversity of hockey experience and have specific skills and attributes beneficial to serving as a Director while meeting the eligibility requirements for being a Director.

The Coordinator of the Nominating Committee and its other committee members shall be individuals who are at arms' length from the Board.

The Coordinator of the Nominating Committee shall oversee any election conducted under our Bylaws, including ensuring that the names of all candidates running for the President of the Board position or any other elected position on the Board appear on the official ballots, distributing and collecting the ballots, counting the votes, announcing the results, and destroying the ballots immediately thereafter.

7. Meetings

Annual General Meeting

- The board shall conduct its Annual General Meeting and election of officers on the first Tuesday in May each year.
- Society Members in good standing are eligible to vote in the election of the board of directors.
- Following the AGM the board shall make the following appointments and determinations:
 - Appointment of General Manager
 - Appointment of Assistant General Manager by General Manager
 - Appointment of KIJHL Governor to General Manager
 - Appointment of Alternate KIJHL Governor by General Manager
 - Appointment of Internet Broadcast Crew
 - Appointment of Coordinators
 - Decisions regarding team operations such as personnel, volunteers, ticket prices, coaches, etc.
 - Establish a Calendar of Events

Board Meetings:

- Board members will meet on the first Tuesday of each month.
- The agenda shall include regular reporting of,
 - events and activities
 - financial reports
 - planning of future events and activities
 - any other business deemed appropriate by the executive committee and/or board of directors
- A minimum of four board meetings must be held per year.

General Meetings:

- A meeting of the Board may be called by the President of the Board or by any other three (3) Directors.
- Notice and the agenda for any Board meeting shall be provided to each Director at least seven (7) days before such a meeting. Notice may be waived or abridged with the consent of every Director who has not received the prescribed seven (7) days' notice.
- At all Board meetings a quorum shall consist of most (50% +1) of the Directors.
- A Director may participate in a Board meeting by means of a telephonic, electronic, or other communications facility that permits all participants to communicate adequately with each other during the meeting. A Director participating in this manner shall be taken to be present at the meeting.
- The President of the Board, at any time, may take a vote of the Board via mail, electronic mail or facsimile with the motion and the results of the vote to be recorded in the minutes of the next Board meeting.
- Questions arising by way of motion at any Board meeting shall be decided by a majority vote of 50% + 1 of the Directors present, unless a larger proportion of the votes is required under the Bylaws. Each Director is authorized to exercise one (1) vote. The President of the Board shall vote only in the event of a tie.
- Proxies are not accepted at any Board meeting.
- Any Member or any individual may attend any Board meeting upon the invitation of the President of the Board.

Duties and Responsibilities of Directors:

A Director of the Society, when exercising the powers and performing the functions of a Director of the Society,

- must act honestly and in good faith and with a view to the best interests of the Society,
- must exercise the care, diligence and skill that a reasonably prudent individual would exercise in comparable circumstances,
- must act in accordance with the Societies Act and its regulations,
- must act in accordance with the Bylaws of the Society, and
- must act in accordance with the Policy Manual of the Society, and
- when exercising the powers and performing the functions of a Director of the Society, must act with a view to the purposes of the society.

Directors of the Society must adhere to Disclosure of Interest as outlined in Part 3, Section 27 of the Societies Act and its regulations and any Society conflict of interest policies.

Attendance Record by Directors:

A director who cannot attend a regularly scheduled meeting of the board, as planned, has an obligation to notify the President, or their designate, in advance. If a director is not in attendance for three consecutive board meetings, the director is considered to have resigned from the board, unless the board of directors finds extenuating circumstances.

8. Appointed Positions

General Manager Duties:

- The General Manager is accountable to the Board, shall be appointed by the Board, shall be answerable to the Board, and shall report to the Board through the President of the Board.
- The General Manager is responsible for the day to day operations of the hockey team with authority as provided in these Policies or as delegated by the President of the Board.
- The General Manager shall attend and shall have speaking privileges at all meetings designated by the President of the Board, including all Board Meetings and Annual and Special General Meetings. The General Manager shall not have a vote at any of these meetings.
- The General Manager will assume the role of KIJHL Governor and pick an Alternate at the AGM.

General Manager Responsibilities:

- Implementing decisions and policies approved by the Board and by the Members at the AGM;
- All matters involving the coaching staff of the hockey team, including the coordinating and overseeing of the coaching staff;
- Hiring a head coach and assisting the head coach in selecting a coaching staff;
- Selecting a coaching staff may include assistant coaches, medical trainer, equipment managers, stick boy, dryland trainer, etc. and all these positions are volunteer;
- Shall be responsible for team travel arrangements such as food, transportation and accommodations;
- Preparing an annual operating plan;
- Reporting operational outcomes to the Board;
- Accepting and validating Hockey Canada player registrations subject to the Society's and Hockey Canada regulations;
- Disclosing, in the manner outlined in the Act, any personal interest in a contract or matter that may be considered by the Directors;
- Interpreting the Bylaws, as well as the Policies of the Society;
- Representing the Society, in conjunction with the President, on matters involving the government, Members, Registered Participants, external agencies, the media, and Hockey Canada.

Assistant General Manager Duties and Responsibilities:

The assistant general manager will assist the general manager with the day-to-day operations.

Coaching Staff Duties

- The head coach is accountable to the General Manager.
- The head coach shall conduct recruiting procedures based on his/her own methods, providing those methods do not conflict with board policy.
- The head coach shall lead all schools and camps conducted by the organization.
- The head coach shall be responsible for the conduct of all coaching staff and players, on and off the ice.
- The head coach shall select a coaching staff with the assistance from the General Manager.
- The head coach shall determine an appropriate curfew for all team players and will ensure that checks are conducted.
- All assistant coaching staff will carry out the duties as directed by the head coach.

9. Financial Policies

Fiscal Year:

The fiscal year of the Society begins on April 1 and ends on March 31 the following year, unless otherwise determined by Special Resolution.

Signing Officers:

The Signing Officers of the Society are the General Manager, the President of the Board and an assigned Director.

Auditor:

The Members shall appoint an Auditor by Ordinary Resolution at each Annual General Meeting to audit the accounts of the Society.

The remuneration of the Auditor shall be set by the Board.

The Auditor has the right to attend a general meeting and address the Members on the Society's financial statements and auditor's report, and answer questions, if any.

Budget and Financial Documents:

On or before February 1 of each year, the Board shall approve the budget for the upcoming fiscal year. Such budget shall be provided to the Members within twenty-one (21) days of such approval.

The Society may establish annual fees and assessments with respect to its Members and Registered Participants. The Members shall approve at the Annual General Meeting, by ordinary resolution, any change in the annual membership fees, annual registered participant assessments, reserve fund assessments, above minor game assessments, sanctioning fees and appeal fees. All applicable fees and assessments shall be published by the Society by way of a Schedule of Fees and Assessments.

At least ten (10) days prior to the Annual General Meeting, the Society shall provide the Members with its financial statements for the immediately preceding year, and the report of the auditor. Members, by way of Ordinary Resolution at the Annual General Meeting, may approve those financial statements

Borrowing:

The Board may, from time to time:

- borrow funds upon the credit of the Society in such amounts and on such terms as may be deemed expedient;
- issue, reissue, sell, pledge or hypothecate debt obligations of the Society;
- give a guarantee on behalf of the Society to secure performance of an obligation of any individual;
- mortgage, hypothecate, pledge or otherwise create a security interest in all or any property of The Society, owned or subsequently acquired, to secure any obligation of The Society.

The Board may, by Ordinary Resolution, delegate any or all the borrowing powers to a Director, a committee of Directors, or the General Manager, as it deems appropriate.

Electronic Fund Transfers:

All electronic fund transfer agreements and requests are to be coordinated and submitted through the Treasurer.

All electronic fund transfer requests are to be authorized by the Society's Signing Officers.

Coaching Staff Remuneration:

All Coaching Staff other than the Head Coach:

- may receive remuneration for services provided.
- may be reimbursed for reasonable expenses incurred in the performance of his or her duties.

All remunerations must be fully discussed and approved by the Board of Directors.

Directors' Remuneration:

A Director of the Board:

- may receive remuneration for their service as a Director of the Society.
- may be reimbursed for reasonable expenses incurred in the performance of his or her duties.

All remunerations must be fully discussed and approved by the Board of Directors.

10. Social Media

The Sicamous Eagles, a member of the KIJHL, is committed to providing an environment to lead, develop and promote positive hockey experiences. Any form of harassment using electronic devices, commonly known as cyber bullying by coaches, parents, volunteers, officials, bench staff, other teammates and competitors will not be tolerated.

Cyber bullying is the use of any electronic communication device to convey a message in any form (text, image, audio or video) that defames, intimidates, harasses or is otherwise intended to harm, insult or humiliate another in a deliberate, repeated or hostile and unwanted manner under a person's true or false identity. In addition, any communication of this form that disputes or prevents a safe and positive environment may also be considered cyber bullying.

Social Media Guidelines

- The Sicamous Eagles Junior Hockey Club holds the entire Sicamous Eagles membership who participates in social media and networking to the same standards as it does for all other forms of media including radio, television and print.
- Comments or remarks of an inappropriate nature which are detrimental to a team, Associations, Leagues, Sicamous Eagles or an individual will not be tolerated and will be subject to disciplinary action.
- It should be recognized that social media comments are on the record and instantly published and available to the public and media. Everyone including the Association and/or team personnel, players, corporate partners and the media can review social media communications. You should conduct yourself in an appropriate and professional manner at all times.
- Refrain from divulging confidential information of a personal or team related nature. Avoid revealing business or game strategy that could provide another team or individual a competitive advantage. Furthermore, do not discuss injury information about any player. Only divulge information that is considered public.
- Use your best judgment at all times – pause before posting. Once your comments are posted they cannot be retracted. Ultimately, you are solely responsible for your comments and they are published for the public record.
- If requested to participate in an online network, as a direct result of your affiliation with or participation in Sicamous Eagles hockey, we recommend that you request approval from the teams Board of Directors.

Social Media Violations

The following are examples of conduct through social media and networking mediums that are considered violations of the Sicamous Eagles Social Media Policy and may be subject to disciplinary action by the team and/or the KIJHL.

- Any statement deemed to be publicly critical of League officials or detrimental to the welfare of a member of a team, association, league, or individual.
- Divulging confidential information that may include, but is not limited to the following:
 - Player injuries;
 - Trades or other player movement;
 - Game strategies; or
 - Any other matter of a sensitive nature to a member of a team, association, or the KIJHL
- Negative or derogatory comments about any team, association, KIJHL, KIJHL staff, volunteers, programs, stakeholder, players.
- Any form of bullying, harassment or threats against players or officials.
- Photographs, video or comments promoting negative influences or criminal behavior, including but not limited to:
 - Drug use;
 - Alcohol abuse;
 - Public intoxication;
 - Hazing;
 - Sexual exploitation; etc.
- Online activity that contradicts the current policies of Hockey Canada, KIJHL or any of its member associations.
- Inappropriate, derogatory, racist, or sexist comments of any kind, in keeping with KIJHL policies and regulations on these matters.
- Online activity that is meant to alarm other individuals or to misrepresent fact or truth.

11. Volunteers

Volunteers are paramount to the success of an organization. Everyone who wishes to contribute time and a skill to the Sicamous Eagles Junior B Hockey Club shall be welcomed to do so.

A Volunteer Coordinator shall be appointed by the Board of Directors shortly after the AGM and the Volunteer Coordinator shall do the following:

- Collect and document the Names, Phones Numbers and Email Addresses of all volunteers
- Contact all volunteers to notify of events and functions

Each volunteer shall receive a season's pass.

12. Billet Homes

A Billet Coordinator will be appointed at the AGM. The Billet Coordinator is the main point of contact between billet homes and the team and needs to search for new billet homes as well as maintain the current list of billet homes.

A Billet Home:

- And it's occupants shall be willing and capable of providing a hockey player billet with regular meals and/or access to food, appropriate space, supervision and support.
- Must provide each billet player with a bed, dresser and access to a bathroom with shower.
- Shall be compensated \$600 per month per billet for this service, payable on the first day of each month.

13. Players

Carded players shall abide by all rules and regulations as determined by the board, by the coach, by the general manager and by their billet home. Players attending school must attend regularly, exercise discipline and control in their relations with all school officials and fellow students, and maintain or improve their school marks.

Last Updated: August 10, 2020