



# Central Florida Warriors 2024 Official Player Handbook

As of 21 Dec 2023

## **Article I: Welcome & Introduction**

We would first like to take this opportunity to thank you for your interest in playing hockey for Central Florida Warriors (CFW) Hockey. On behalf of a grateful nation and state, we would also like to thank you for your service and for your sacrifice. It is heroes like you that make our great country the greatest country in the world. CFW is not a traditional hockey team, it is a program designed to help you and your fellow service members recover and rehabilitate.

CFW is an IRS 501(c)(3) tax-exempt public charity founded in 2022 by two disabled veterans. We organize and administer an ice hockey program providing recreational therapeutic experience and education for injured and disabled U.S. military members and veterans. CFW is organized to operate for charitable and educational purposes in conjunction with USA Hockey's Warriors Ice Hockey Program and associated tournaments. All prospective players must meet [USA Hockey Warrior Rules](#) to get placed on a team roster.

CFW encourages individuals in the greater Central Florida area who have injuries or disabilities incurred during service in the United States armed forces to participate in the sport of ice hockey in an environment that is adapted to the level of their ability. CFW strives to give all injured or disabled military members and veterans the opportunity to play hockey in a safe and adaptive environment, as well as to provide a place for them to form friendships and network. We truly believe in "Healing Through Hockey."

To be eligible you must be or have been a veteran of the Armed Forces (Army, Navy, Air Force, Marine Corps, Space Force or Coast Guard) and to have been discharged under honorable or general conditions. Any exceptions must be approved by the USA Hockey Disabled Hockey Section. Proof of eligibility must be presented for verification during team check-in at USA Hockey events. You must also meet one of the following criteria for eligibility:

1. Purple Heart.
2. VA rating of 10% or greater.
3. Medically discharged from active, reserves or National Guard. Veterans with disabilities that are the result of a disease or injury incurred or aggravated during active military service.
4. Post-service disabilities that are considered related or secondary to disabilities occurring in service and for disabilities presumed to be related to circumstances of military service, even though they may arise after service.
5. Any Veteran with a disability that did not occur during Military Service and meets discharge eligibility.

We want to emphasize that you do not have to be combat wounded or have served in a combat zone. Service members who were injured in training or while on

## Central Florida Warriors Hockey 2024 Official Player Handbook

active duty in any capacity (to include Guard and Reserve members on drill weekends) are included in the criteria. That said, any applicant will be asked to provide the following:

Written documentation of an injury or disability from DoD or VA, this can take the form of VA Benefits Award Letter, Yearly Disability Eligibility Certification, Pending Claim Verification or Purple Heart Citation or clearance from USA Hockey's Disabled Hockey Section Warrior Hockey Representative.

*Please note that you may be required to participate in an oral interview with program leadership. You will be notified of this in advance should this be the case.*

CFW is in no way affiliated with the Department of Defense, the Department of Veterans Affairs, or any other government entity. We are affiliated entirely by USA Hockey, the governing body of hockey in the United States, and Statewide Armature Hockey of Florida (SAHOF), which is the governing body of hockey in the State of Florida. Because of this, you will be required to register yourself with USA Hockey annually. You can expect the total cost of this to be approximately \$50. If you are unable to pay this amount to register, please contact CFW leadership.

## **Article II: Program Information**

### **SECTION 2.01 Program Values**

- Teamwork: We work together as one program, both on and off the ice. We share the responsibility of success. We hold ourselves accountable to our position, our actions, and our mistakes. Win or lose, we support each other's accomplishments and find ways to help each other improve for the betterment of the Program.
- Competition: We will strive to make decisions that are in the best interest of the organization, not ourselves. **We are disciplined in our actions and resolve in our commitment to the Program and each other.**
- Sportsmanship: We respect authority, each other, and the rules of the game. While we strive to win, we will not do so at all costs. We will maintain a high standard in our own actions and for those around us. We will not use our designation as "Veterans with Disabilities" for competitive advantage or ask teams to "take it easy on us". We will play to the best of our ability and accept each challenge as it comes.
- Community: We represent our logo proudly. We are ambassadors of the community in which we live and strive to make them proud through our success as well as our actions.

### **SECTION 2.02 Structure**

CFW, a SAHOF, Inc. and USA Hockey, Inc. affiliate, shall abide by and act in accord with the Articles of Incorporation, Bylaws, rules, and regulations, playing rules and decisions of the Board of Directors of SAHOF and USA Hockey, and such documents and decisions shall take precedence over and supersede all similar governing documents and/or decision of Central Florida Warriors Hockey. Further, Central Florida Warriors Hockey shall assist SAHOF and USA Hockey in the administration and enforcement of the provisions of the Bylaws, rules, and regulation, playing rules and decisions of the Board of Directors of SAHOF and USA Hockey, within and upon its members and/or within its jurisdiction and agree to be guided by the following core values of SAHOF and USA Hockey.

CFW has developed, communicated, and will hold members and players accountable for the rules established by the governing organizations outlined above, as well as additional policies and procedures as appropriate. Such policies will be provided in writing.

## **Leadership Structure**

First, there is the Central Florida Warriors Hockey, Inc. **Board of Directors**. The board makes corporate decisions, but generally does not make team, roster or player-related decisions. We may have additional personnel designated as Officers to perform necessary functions in support of the board of directors and the organization's mission. Officers are not board members or directors and do not have voting rights. For more information about the board and officer positions, please review the Bylaws of Central Florida Warriors Hockey, Inc.

Second, is the **VP of Hockey Operations**. The VP of Hockey Operations oversees the hockey side of the organization, much like a General Manager, to include coordinating with the Recruiting Coordinator(s), Equipment Coordinator, Ice/Hotel Coordinator, coach(es) and Team Captains and is responsible for all on-ice activities to include player registration, rostering players in accordance with governing bodies' requirements, and participation of teams in any hockey events including practices and games. In his/her absence, the President or VP of Business Operations will conduct the duties of the VP of Hockey Operations.

Third are **Team Captains**. CFW teams are composed of players of like skill and are named CFW Alpha, Bravo, and Charlie. Team Captains are chosen by the players of each team, coaches and/or the VP of Hockey Operations. There will be one Captain and not more than two Alternates per team. Team Captains fill many roles of traditional hockey team captain and are expected to uphold and enforce the mission, vision and values of the program. Captains and Alternate Captains will wear "C" or "A". The purpose of Team Captains is to strengthen and secure our culture and create an atmosphere of ownership for the players across each team. The Team Captains are the first level of leadership between team players and the VP of Hockey Operations. There should be three captains on each team at any given time and are selected as prescribed in Section 4.07 of this document.

Team Captains will be asked to identify game opportunities and coordinate team rosters with the VP of Hockey Operations. They may be asked to coordinate player uniform purchase. They will also communicate with their team and coaches leading up to games and tournaments to ensure the team is prepared for the event. They will be expected to motivate their teammates and keep everyone together. Team Captains may be asked to set the lineup and make strategic decisions before, during and after the game. Only one of designated captains shall have the privilege of discussing with the Referee any questions relating to interpretation of rules that may arise during a game's progress. No goalkeepers shall be entitled to exercise the privileges of Game Captain per [USA Hockey Rules](#).

Central Florida Warriors Hockey 2024 Official Player Handbook

**Centra Florida Warriors Hockey Leadership**

<b>Position</b> (* denotes Board Member)	<b>Name</b>	<b>Email</b>	<b>Phone</b>
President *	Nick Mills	<a href="mailto:nick@cfwarriorshockey.org">nick@cfwarriorshockey.org</a>	612-226-9373
Vice-President of Hockey Operations *	Austin Holthaus	<a href="mailto:austin@cfwarriorshockey.org">austin@cfwarriorshockey.org</a>	321-408-0066
Vice-President of Business Operations *	Chris Griffin	<a href="mailto:Business.ops@cfwarriorshockey.org">Business.ops@cfwarriorshockey.org</a>	386-717-7853
Secretary *	Roccia Driscoll	<a href="mailto:secretayr@cfwarriorshockey.org">secretayr@cfwarriorshockey.org</a>	
Treasurer *	Leigh Wilbur	<a href="mailto:treasurer@cfwarriorshockey.org">treasurer@cfwarriorshockey.org</a>	
Marketing Coordinator	TBD		
Media Coordinator	TBD		
Fundraising Coordinator	Miquela Wisenburg	<a href="mailto:fundraising@cfwarriorshockey.org">fundraising@cfwarriorshockey.org</a>	
Volunteer Coordinator	TBD		
Recruiting Coordinator	TBD		
Equipment Manager	TBD		
Ice/Hotel Coordinator	TBD		
Team Captains	A – Matt Noyce B – Eric Norman C – Mike Edelstein	<a href="mailto:Mattnoyce262@gmail.com">Mattnoyce262@gmail.com</a> <a href="mailto:Eric.norman84@yahoo.com">Eric.norman84@yahoo.com</a> <a href="mailto:medelstein80@gmail.com">medelstein80@gmail.com</a>	(715) 580-0169 (757) 572-2331 (254) 338-3021

## Central Florida Warriors Hockey 2024 Official Player Handbook

Coach(es)	TBD		
Other	TBD		

### **SECTION 2.03 Mission & Vision Statement**

CFW organizes and administers an ice hockey program providing recreational therapeutic experience and education for injured and disabled U.S. military members and veterans. CFW is organized to operate for charitable and educational purposes in conjunction with USA Hockey's Warriors Ice Hockey Program and associated tournaments.

CFW encourages individuals in the greater Central Florida area who have injuries or disabilities incurred during service in the United States armed forces to participate in the sport of ice hockey in an environment that is adapted to the level of their ability. CFW strives to give all injured or disabled military members and veterans the opportunity to play hockey in a safe and adaptive environment, as well as to provide a place for them to form friendships and network.

### **SECTION 2.04 Program Communication**

All official program coordination shall be directed through the Bench App. Players must check and respond via Bench App frequently (2-3 times per week recommended). We also use Discord as an unofficial means of communicating. Once you are in the program, you will receive instructions for both methods of communications.

Phone, text and email will also be used for program level communications.

Discord Rules:

1. Be respectful - You must respect all users, regardless of your liking towards them. Treat others the way you want to be treated.
2. No Inappropriate Language - The use of profanity should be kept to a minimum. However, any derogatory language towards any user is prohibited.
3. No spamming - Don't send a lot of small messages right after each other. Do not disrupt chat by spamming.
4. No pornographic/adult/other "not safe for work" material - This is a community server and not meant to share this kind of material.
5. No advertisements - We do not tolerate any kind of advertisements, whether it be for other communities or streams. You can post your content in the media channel if it is relevant and provides actual value (Video/Art)
6. No offensive names and profile pictures - You will be asked to change your name or picture if the staff deems them inappropriate.

## Central Florida Warriors Hockey 2024 Official Player Handbook

7. Server Raiding - Raiding or mentions of raiding are not allowed.
8. Direct & Indirect Threats - Threats to other users of DDoS, Death, DoX, abuse, and other malicious threats are absolutely prohibited and disallowed.
9. Follow the Discord Community Guidelines - You can find them here:  
<https://discordapp.com/guidelines>
10. Do not join voice chat channels without permission of the people already in there - if you see that they have a free spot it is alright to join and ask whether they have an open spot but leave if your presence is not wanted by whoever was there first.

**\*\*The Admins and Mods will Mute/Kick/Ban per discretion. If you feel mistreated DM an Admin and we will resolve the issue.\*\***

All Channels should have pinned messages explaining what they are there for and how everything works. If you don't understand something, feel free to ask!

**\*\*Your presence in this server implies accepting these rules, including all further changes. These changes might be done at any time without notice, it is your responsibility to check for them.\*\***



## **Article III: Codes of Conduct & Program Policies**

### **SECTION 3.01 Program Codes of Conduct**

#### **General Guidelines and Expectations**

CFW strives to provide every participant with a high-quality playing experience adapted to their level. We acknowledge and understand that different players want/need different things from our program. As such we want to offer as many options as possible to accommodate our disabled members and veterans. Players who participate in our program should expect to be always treated with respect. They should expect to feel welcome and accommodated while participating in the program. They should expect clear and regular communication from the program leaders and feel welcome and encouraged to approach the leadership with questions or concerns. In addition, players should expect to receive constructive help and instruction from the coaching staff and player leadership and should expect to be evaluated and placed at an appropriate level for their abilities.

To maximize the benefit of being a part of the program, players are expected to make a commitment to participating in the program. **Players are expected to attend community service events, practices, and games regularly.** When players are unable to participate due to other obligations or situations, they should communicate that to the VP of Hockey Operations or President. All participants of CFW are expected to communicate changes in life circumstances, health, or any other circumstances that would significantly affect their ability to participate in the program. Any equipment that is issued is property of the program and players are expected to return any equipment given to them at such time as they are finished using it or it is no longer able to be used. Players who do not return equipment are subject to be billed for it.

#### **Personal Integrity/Program Integrity**

Personal integrity greatly affects how program members are viewed by other program members and coaching staff. Program integrity is how the public and other veterans view the program. Do not make the mistake of jeopardizing the respect our program has worked so long and hard for. Players are expected to treat fellow players with respect and to always represent the program in a positive way in public. What players do with their time away from the rink is their business until it affects the program adversely. Conduct which tarnishes the program's public image will be reviewed by program management and possible disciplinary action may be taken.

#### **Respect**

As previously mentioned, all players in the program should expect to be treated with respect. All participants in our program are expected to refrain from insulting or putting down other program members. This includes on the ice, on the bench, in the locker room, or anywhere teammates are gathered. Until you have mastered your

## Central Florida Warriors Hockey 2024 Official Player Handbook

position and can compete at hockey's highest level, do not question the ability of another person. Always remember who we are and what we're here to accomplish.

### **SECTION 3.02 Equal Opportunity Statement**

- A. It is the policy of Central Florida Warriors Hockey not to discriminate against any program participant, or any employee/agent because of age, color, sex, sexual orientation, gender identity, creed, disability, national origin, race, or religion.
- B. Central Florida Warriors Hockey will take action to ensure that this policy is implemented, with particular regard to: advertising, application procedures, assignments, classification, leave, recruitment, social activities, training, and working conditions.
- C. Central Florida Warriors Hockey will continue to make it understood by the entities with which it deals, and in employment opportunity announcements that the foregoing is organizational policy, and all decisions are based on individual merit only.
- D. It is the policy of Central Florida Warriors Hockey that all organizational activities, facilities, and volunteer sites are non-segregated. Separate changing facilities will be provided to assure privacy whenever possible.
- E. It is the policy of Central Florida Warriors Hockey to ensure and maintain a working environment free of coercion, harassment, and intimidation at all volunteer sites, and in all facilities at which its members are assigned to work.
- F. Any violation of the policy should be immediately reported to program leadership.

### **SECTION 3.03 Sexual Harassment Policy**

- A. It is the policy of Central Florida Warriors Hockey that all members are responsible for ensuring that the program is free from sexual harassment. Because of the organization's strong disapproval of offensive or inappropriate sexual behavior, all members must avoid any action or conduct which could be viewed as sexual harassment.
- B. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexually harassing nature, especially when used in the following manner:
  - 1. Submission to the harassment is made either explicitly or implicitly a term or condition of membership.
  - 2. Submission to or rejection of the harassment is used as the basis for membership decisions affecting the individual.
  - 3. The harassment has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive program environment.
- C. Any member who has a complaint of sexual harassment at work by anyone, including leadership, co-members, or visitors, should first clearly inform the harasser that his/her behavior is offensive or unwelcome and request that the behavior stop. If the behavior continues, the member must immediately bring the matter to the attention of his/her program leadership. If the immediate program

## Central Florida Warriors Hockey 2024 Official Player Handbook

leadership is involved in the harassing activity, the violation should be reported to the board.

- D. If the program leadership knows of an incident of sexual harassment, they shall take appropriate remedial action immediately. If the alleged harassment involves any types of threats of physical harm to the victim, the alleged harasser may be suspended. During such suspension, an investigation will be conducted by Board of Directors. If the investigation supports charges of sexual harassment, disciplinary action against the alleged harasser will take place and may include removal from the program. If the investigation reveals that the charges were brought falsely and with malicious intent, the charging party may be subject to disciplinary action, including removal from the program.

### **SECTION 3.04 Management Guidelines**

- A. The player can call their Team Captain(s) at any time 24/7. We want every player to feel comfortable talking about anything they choose.
- B. Regarding on ice decisions including, but not limited to ice time, line combinations, defensive pairs, etc., the decisions are the coaches/captains alone to make and are non-negotiable. While the coaches/captains have selected players with an expectation that every player will contribute, there will be situations that require skill sets the coach feels will give the program the best opportunity to be successful. These situations can result in limited ice time for some players, and more ice time for others. Every player will earn their ice time. coaches/captains will make every effort to ensure players receive opportunities to play on a regular rotation, and when that is disrupted, they will make every effort to make up the ice time in situations moving forward. Given that, please understand warrior hockey is competing at many levels and the coaches/captains will make every decision with the best interest of the program as the defining factor.
- C. To the extent that a player has an issue with a coach/captain, the following procedure will be followed:
  1. Every attempt will be made to use the Team Captain(s) to solve the issue, or if necessary, as a moderator to facilitate the discussion with the coach/captain.
  2. The twenty-four (24) hour rule will apply. A player must first wait twenty-four (24) hours to raise an issue with the coach/ Team Captain.
  3. The player can contact the coach/captain to set up a personal meeting or phone conference; the coach/Team Captain will not converse through email.
- D. If the issue cannot be resolved at the program level, the player may request to have a meeting with the VP of Hockey Operations, which is available to every member of CFW.

### **SECTION 3.05 Substance Abuse Policy**

- A. Our main concern is the safety of our players and members. This policy is in place to restrict any situation that could create an unsafe environment for the

## Central Florida Warriors Hockey 2024 Official Player Handbook

- program or the player.
- B. There is a zero-tolerance policy for illegal drug use or abuse of prescribed medications.
  - C. Alcohol is prohibited prior to, or during, any program practice or game without prior authorization from the VP of Hockey Operations.
  - D. Any player or member that is in a visibly altered state brought on by either alcohol or illegal drugs will be subject to disciplinary action by the VP of Hockey Operations.
  - E. Illegal drugs (including drugs without a valid, current prescription) are not permitted to be present on the ice, in the locker room, or in the arena in any way. Players deemed in violation of this or deemed intoxicated will be removed from the ice immediately and subject to disciplinary action from the VP of Hockey Operations.
  - F. If the need arises, every attempt will be made to get the player/member home safely.

### **SECTION 3.06 Attendance Policy**

- A. Members of CFW are expected to participate in program practices regularly. Players participating at this level are expected to communicate with their program leadership in the event they are unable to make it to practices for any reason. Participating means that players will be expected to be available for practices, games, and tournaments as much as possible.
- B. Players are expected to attend 50% of all their assigned program's practices annually to play in any standard game. Appeals may be made to VP of Hockey Operations on a case-by-case basis. "Annually" refers to the previous year on a rolling calendar period from the current date.
- C. All Warrior players are expected to attend at least one fundraising event and one community outreach event each year to be eligible to play in any game.
- D. Players should be dressed and ready five (5) minutes before every practice to get final instructions from coaches/captains.
- E. Players who do not participate in CFW events for six (6) consecutive months will be placed on the inactive roster by the VP of Hockey Operations. More information can be found in Section 3.10 below.

### **SECTION 3.07 Locker Room Policy**

- A. Only CFW players, coaches and service dogs are allowed in the locker room. **No non-program member** will be allowed to enter the locker room without specific permission from the coaches or program captain.
- B. **NO ONE UNDER THE AGE OF 18 IS ALLOWED IN THE LOCKERROOM** without the specific approval of the VP of Hockey Operations.
- C. **IT IS EXPECTED THAT WHAT IS SAID IN THE LOCKER ROOM IS KEPT IN THE LOCKER ROOM, NO EXCEPTIONS.** We do not think it is fair to tell the community about something that should be a private affair. Our problems are not public problems and are not for public discussion. Remember, if you do not want

## Central Florida Warriors Hockey 2024 Official Player Handbook

the public discussing you or your issues, don't do it to other players. Additionally, it is the policy of the captains, coaches, and board of directors never to talk about private program business except to each other. Disciplinary actions for violating this policy will be determined by the VP of Hockey Operations.

- D. No video or pictures are allowed in the locker room per USA Hockey and SAHOF Regulations.
- E. If a fight occurs, it will not be glorified or rewarded in any manner.

### **SECTION 3.08 Official Engagement & Fighting Policy**

- A. Only the game Captain or an Alternate Captain shall discuss with the referee any questions relating to interpretation of rules that may arise during a game's progress. **No goalkeepers** shall be entitled to exercise the privileges of Captain per [USA Ice Hockey Rules](#).
- B. ***THERE WILL BE NO FIGHTING!*** Fighting between fellow CFW members on the ice, in the locker room, arena, or at program events will **not** be tolerated. We exist to "heal through hockey." **Fighting undermines our mission, our vision and our values.** Fighting is defined as the actual throwing of a punch (closed fist) that makes contact. Players who engage in trash talking, shoving, excessively rough play, or any other behavior that the Captains, coaches or VP of Hockey Ops feel may lead to a physical altercation are not considered to be fighting as previously defined, but those players involved will nevertheless be asked to leave for the duration of the ice time. Full authority is given to the Captains and coaches to enforce this policy on the ice, locker room, or in the arena. Players who are asked to leave are not allowed to loiter in the vicinity; they must vacate the premises immediately. Failure to do so may result in law enforcement being called if necessary to defuse the situation.
- C. For games scheduled against other teams and players are involved in physical altercations on the ice that the referees deem to be fighting carry a mandatory game suspension. During USA Hockey Warrior events, all fighting penalties assessed by the referee will result in an automatic disqualification of said players(s) for the remainder of the tournament/event. There are no appeals allowed for fighting penalties Refer to USA Hockey Official Rules of Ice Hockey [Rule 411](#) for progressive suspensions.
- D. It is important to note that hockey can be a rough game, especially when played at higher, faster levels. Getting bumped or having your stick slashed is not considered excessively rough play unless it is done flagrantly. It is incumbent upon players to keep their play in check, and it is equally incumbent upon players to maintain awareness of what's going on around you on the ice (i.e. keep your head up). Players who fail to keep control of their bodies and/or sticks and are deemed a threat to other players will be warned. If the behavior continues the player will be told to leave. If the player continues to play recklessly, they may become subject to disciplinary measures at the discretion of the captains and coaches.

### **SECTION 3.09 Wellness & Injury Policy**

- A. Players are required to disclose any injuries or disabilities that may be severely aggravated or cause critical injuries during the participation in program activities. Examples include, but are not limited to, history of seizures, TBI, previous surgeries, cardiac compromises, etc. Any physical limitations that may cause injury or debilitation when participating in sporting activities should be noted as well to ensure that coaches and program leadership are aware and do not put players in an unsafe situation.
- B. Whenever practical, CFW will ensure that dedicated first aid personnel are available on site for major program events, up to and including contracting EMS staff for event standby.
- C. If a player is injured or appears injured during a game or practice, he or she will be immediately evaluated by the program's designated first aid staff to determine immediate life threats. If no apparent life threats exist, first aid staff may treat minor injuries and clear a player to return to the skate. If ANY possible conditions exist in which a person requires further evaluation, licensed medical staff must be contacted, either via staff present at the event or by contacting emergency medical services. Licensed medical personnel can make an initial assessment of the player and determine whether he or she is cleared to continue participation in the skate, if the player should sit out for a portion of the skate and be reevaluated, or if the player needs to seek further medical evaluation. While the player may decline further evaluation in some cases, the decision of the medical personnel on whether the player can continue to participate is final.
- D. Players removed from play due to serious injury or illness must seek further medical evaluation and written clearance from a physician before returning to full participation.

### **SECTION 3.10 Program Roster Policy**

- A. CFW is open to all members and veterans as outlined in Article I who express an interest in program participation.
- B. All players actively participating in the program are assigned to the active roster. Players on the active roster can participate in all program practices, games, trips, and use program equipment. To occupy a spot on the active roster, a player must have a current USA Hockey registration.
- C. Active roster consists of players that come to practice, participate in CFW activities, communicate with program leadership and consistently strive to be involved within the program.
- D. Players who fail to meet the above requirements, or players who request to be placed on the inactive list due to circumstances that will prevent their participation in the program, will be placed on the inactive list.
  - 1. The exception to this rule is in the case of injured players; players who are injured or incapacitated against their will from participating will have an injury note placed on their name, which holds their spot on the active roster regardless of the status of their registration.

## Central Florida Warriors Hockey 2024 Official Player Handbook

2. Inactive roster consists of players that have prolonged absences, serious injuries and obligations outside of CFW that remove them from the active roster.
- E. Players wishing to be reactivated may do so by informing the VP of Hockey Operations. Players coming to the active roster from the inactive roster are required to give advance notice and provide a copy of their current USA Hockey registration, if not already of file with the Secretary.
- F. All players must update their USA Hockey registration each year. Registrations expire every August.
- G. All players must have current program paperwork on file with the program.

### **SECTION 3.11 Conflict Resolution Policy**

- A. Hockey can be a very spirited game, and this will sometimes lead to disagreements among players, staff, or administrators. The official CFW policy is to make every effort to work out these disagreements at the program level before they are addressed at higher levels. No matter what the concern or grievance, we adhere to a strict 24-Hour rule, which helps ensure a “cooling off” period before the problem escalates.
- B. 24-Hour Rule: When a disagreement occurs and a member has a resulting issue to be resolved, they are asked to wait 24 hours before discussing their concern with the appropriate party. Whether this issue is labeled as coaching error, teammate interference, board conflict, or any other of several possible situations, it is very important that all parties involved take the full 24 hours before taking the next step. This helps to remove or decrease the emotional element so that the actual issue can be resolved quickly, in a civilized manner, and to everyone’s satisfaction. This rule is effective because it:
  1. Allows each party involved during an issue to step back and clear the initial emotional elements.
  2. Provides a clear and concise process for problem resolution.
  3. Gives a clear understanding of what is expected from all parties involved.
  4. Promotes direct communication.
  5. Provides an avenue of fairness and opportunity to every player and coach.

**Article IV: General Etiquette, Program Guidelines & Organizational Procedures**

**SECTION 4.01 Uniforms and Required Equipment**

- A. Part of being a contributing program member is looking the part. Players must be in possession of each component of the uniform prior to any CFW skate and are required to follow dress codes and uniform regulations. No funds will be expended for program related gear to individuals who do not meet USA Hockey Warrior Program rules.
- B. All guidelines put forth follow USA Hockey, [Rule 304](#).
- C. Complete program uniform and necessary safety equipment requirements include:
  - 1. Home and away jerseys / game only socks or alternate jersey / game only socks
  - 2. Equipment bag (program approved)
  - 3. Helmet decals (program approved)
  - 4. Gloves (black with white lettering/decorations only / Solar Bears design for alternate)
  - 5. Helmet (black for home and away uniform / white for alternate uniform)
  - 6. Skates
  - 7. Stick (recommend more than one)
  - 8. Practice Jersey (program issued) and black socks for practice
  - 9. Elbow/shin pads
  - 10. Hockey Pants covered with shell (program approved)
  - 11. Shoulder/chest protector (recommended)
  - 12. Protective cup/pelvic protector

**SECTION 4.02 Equipment Loaning & Usage Procedure**

- A. CFW issues as much equipment as it has on hand to players who need equipment, but we may be able to issue helmets, shoulder pads, elbow pads, pants, and shin pads as our inventory allows.
- B. Equipment that is issued to players is property of CFW and is subject to recall at any time. While equipment is in the player's possession, it is their responsibility to maintain it and return it to the program if it becomes unusable due to wear and tear, no longer need it due to purchase of their own equipment or leave the program for any reason.
- C. Players must fill out and sign a receipt to be issued any program equipment.
- D. CFW equipment that is not returned upon recall or upon a player leaving the program will be billed to the player the equipment was issued or the total cost of the equipment. Failure to return the equipment or pay the bill may result in legal action to recover lost equipment or equivalent compensation. Players who do not attend or make arrangements for their equipment to be returned will be issued a bill within 30 days of the request for the equipment return.
- E. Practice jerseys are provided to players but must be returned when you change



organizations.

### **Section 4.03 Game Day Procedures**

- A. A standard Central Florida Warriors game day lineup consists of a team of 10-14 players, depending on the level of competition. We use a tier system to determine team composition. Basic tier system for CFW Teams:
1. Tier I – This player has played hockey at an elite level. This includes NCAA hockey, Division III & higher, and all levels of hockey higher than these.
  2. Tier II – This player is an advanced level adult player. They have a strong grasp of the game and have played at a high level such as ACHA or Tier III junior/ equivalents.
  3. Tier III – This player is an experienced adult league player. They may have played at the high school level in the past and have been playing adult league for 10 or more years. This player should be able to keep up with most fast-paced hockey games.
  4. Tier IV - This player falls under two categories. The first is a player who had prior experience in their youth playing hockey but is just getting back to the sport after a long break. The second is a player who picked up hockey in their adult life and is making great improvements to their game. They have a much firmer grasp of the fundamentals, but more difficult concepts are still developing.
  5. Tier V - This player has made improvements in their fundamentals, but still has more to grow. More advanced skating techniques are being used and the player is becoming more comfortable on the ice and as a player. Their hockey knowledge is growing, and they find themselves “making the right play” more often. A Level V player typically has been playing for 2-6 years.
  6. Tier VI – This player is new to the world of hockey. There may be some skating experience, but there has never been any formal coaching/training. Most, if not all the basic hockey skills (skating, shooting, passing and stick handling) are still raw and are still a point of emphasis in their development as a player. This player typically has been playing hockey between 0-5 years.
- B. Players placed on a roster each game is determined by the Captains/VP of Hockey Operations and is based on the following criteria (in order):
1. How many players are available to play in the game.
  2. Which players were available the last game prior to the current game but were not rostered.
  3. Who the opponent is (program leadership reserves the right to modify the roster based on opponent), specifically Tier category of opposing team.
  4. When clear criteria cannot be established on order of merit for a special event, program leadership may choose to hold a lottery for roster slots, conducted in advance of the event.
- C. Players will be at the rink forty-five (45) minutes before games or scrimmages.
- D. Players will be dressed for the game and be ready for the pre-game meeting fifteen (15) minutes prior to game time.
- E. While traveling on program business, players, coaches, and volunteers are

## Central Florida Warriors Hockey 2024 Official Player Handbook

expected to always represent the program with pride and integrity. Players are expected to adhere to the program drug and alcohol policy, as well as the program fighting policy. In addition to those policies, players involved in any indiscretions, some of which include (but are not limited to) excessive intoxication, public disturbances, breaking of the law will result in disciplinary action from the program and possible revocation of future travel privileges as determined by the VP of Hockey Operations.

### **SECTION 4.04 Community Relations and Special Events**

- A. All affiliations/partnerships will be established by Central Florida Warriors Hockey, Inc. CFW does not endorse nor support any Political Candidates/Parties, Efforts, and Organization unless there has been a formal agreement with CFW. As such no program member may use any CFW logo or associated images to endorse or support any non-formal partnerships or organizations unless such an agreement exists.
- B. CFW frequently hosts or participates in special events. Players are often called upon to participate in these events as ambassadors of the program. The public, and specifically our fans and donors, want to see the players who benefit from their contributions and hear about the program and how players benefit from it. If players are asked to participate in events such as these, they are expected to participate as best they can. Player participation in events off the ice is essential to the sustainment and growth of our program.

### **SECTION 4.05 Central Florida Warriors Media Relations**

CFW frequently requests media coverage. Interacting with media is good to get the word out about the program, but certain guidelines must be followed to maintain order and continuity of our program.

- A. Players are allowed to talk to the media about the program so long as the CFW Bard has been notified in advance of any interviews.
- B. If any member of the organization is in doubt as to whether they should interact, in any way, with the media on behalf of our program, please seek guidance from the VP of Hockey Operations.

### **SECTION 4.06 Program Violations & Disciplinary Procedures**

CFW defines a program violation as any infraction in which a member of program or organizational leadership is required to intervene. All players and leaders are subject to equal treatment and rights afforded by this process. The VP of Hockey Operations will address all violations and disciplinary action. This includes:

- A. Sitting a player for a game, practice, or training event.
- B. Spot corrections on the bench or during program activities.

## Central Florida Warriors Hockey 2024 Official Player Handbook

- C. Intervening on any incidents of gross misconduct that are detrimental to the program or to CFW.
- D. If the Team Captain(s) feels a pattern of misconduct has been observed or if a violation requires further review, they are required report it in writing (or via email) to the VP of Hockey Operations (see Appendix C for Formal Report).
- E. Issues that are reported to the VP of Hockey Operations will be reviewed, along with Team Captain's recommendations, for further disciplinary action. The VP of Hockey Operations will have seven (7) days, from receipt of request by the Team Captain(s), to make a formal decision regarding corrective or disciplinary actions.
- F. The VP of Hockey Operations may impose any corrective or disciplinary action. Including the following:
  - 1. Probation: Probationary periods may be assessed for up to one month and should be scaled to it the corrective goals. Probation may or may not include player restrictions in participation in some or all CFW social activities but should provide as much continued player involvement as possible. The objective of probation is to permit the player the ability to continue active involvement with the program and prove corrected or improved pattern of behavior or conduct. Terms of probation will be based on the incident and circumstances, including the player's history of conduct.
  - 2. Suspension: Suspension or restriction periods from games and/or program activities may be assessed for up to one month. Terms of suspension will be based on the incident and player's history of conduct. An individual appointed by the VP of Hockey Operations is responsible for working with the player to resolve the situation and/or the pattern of misconduct. All decisions and terms of discipline will be documented in writing and provided to the player.
- G. If the VP of Hockey Operations feels a pattern of misconduct has been observed or if a violation requires further punitive review, they are required to report it in writing (or via email) to the President within seven (7) days of receipt. The VP of Hockey Operations may impose a probation or suspension decision pending the President's review and recommend further review by the President (see Appendix C for Formal Report).

### **SECTION 4.07 Selection of Captains & Alternate Captains**

- A. One Captain and two Alternate Captains will be nominated for each team yearly. Voting will occur annually, no later than December 31st.
- B. The nomination/voting criteria is as follows:
  - 1. As Team Captains are a team elected position, all active players on the team roster are eligible to serve as a Team Captain or Alternate Captain.
  - 2. Only players in good standing are eligible to be either a Team Captain, Alternate Captain, or to vote.
- C. The VP of Hockey Operations will coordinate for all rostered members of each team to receive the voting form (either electronically or in a meeting) and tally the vote.
- D. If a vacancy for a Captain occurs at any time through resignation or removal the VP of Hockey Operations can choose to either:

## Central Florida Warriors Hockey 2024 Official Player Handbook

1. Present a vote to the program for an additional Alternate Captain for the remainder of the season.
  2. Assign the Captaincy to the first Alternate and present a new vote to the program to fill the newly vacated Alternate position.
- E. If the vacancy is for one or more Alternate Captains, a new vote will occur to fill the position(s).

### **SECTION 4.08 Travel Policy**

Central Florida Warriors Hockey, Inc. will provide funding guidance for each event CFW programs will participate in as soon as feasible. Event priority will be determined by the Board of Directors at the beginning of each calendar year. Players must plan ahead and commit to events as they are advertised. Once a player commits to an event, they are expected to attend the event unless unforeseen circumstances arise and are made known in advance to the VP of Hockey Operations.

- A. The Board of Directors will prioritize funding for participation in USA Hockey Warrior Program events and events held by sponsors over other events (e.g. ASHA tournaments, other Warrior program tournaments). Only the President or VP of Hockey Operations, or his/her designated representative, may commit CFW to a tournament or game.
- B. Funding will be provided in the following order (as available):
  1. Tournament Fees
  2. Rental vehicles
  3. Hotel
  4. Airfare
- C. Hotel rooms will be booked double occupancy. If a player decides to room by themselves or with traveling family members, he/she will receive only 1/2 reimbursement if funds are available.
- D. Hotel reimbursement will only be provided for accommodations booked by the program.
- E. Program rental vehicles will be booked in advance by program leadership or designated representative. Fees for personal rental vehicles will NOT be reimbursed.
- F. Airfare must be booked by individual players and should be the least expensive option, within reason, if he/she wishes to file for reimbursement.
- G. CFW players may or may not be reimbursed for airfare and/or hotel accommodations during travel.
- H. All receipts for hotel and airfare must be kept and submitted as directed by the Treasurer.

# Central Florida Warriors Hockey 2024 Official Player Handbook

## Appendix A Central Florida Warriors Hockey Code of Conduct

As a member of the Central Florida Warriors (CFW) Hockey Program, each player must read and acknowledge acceptance by signing the Central Florida Warriors Hockey Program Player Code of Conduct. The player Code of Conduct establishes an expectation that each player and member conduct himself or herself, on and off the ice, in a manner that adheres to the mission and values of CFW, and accurately represents the Program, USA Hockey, and the Warrior community. The coaches and program management are committed to adhering to all aspects of the Program. Additionally, incidents which violate the CFW player handbook will be dealt with according to the handbook. Each player must sign the player handbook at the beginning of each year to participate in any CFW activities.

As a player and member of the Central Florida Warriors Hockey, I will be subject to the USA Hockey Player Code of Conduct and the following CFW Code of Conduct while participating in all CFW events. I understand that I am a representative of CFW, and will conduct myself within the rules of CFW, USA Hockey, and the leagues of which CFW is a member. I understand that if I violate in any way the USA Hockey Player Code of Conduct, the CFW Player Code of Conduct and/or the rules and regulations of CFW, USA Hockey, and the leagues of which CFW is a member, I will be subject to disciplinary measures, which may include, but is not limited to, benching, suspension from practices and/or games, disciplinary hearings, suspension and/or termination from the program, and dismissal from CFW.

Therefore, I agree to:

1. Adhere to CFW and USA Hockey rules, regulations, policies, procedures, bylaws, player handbook and decisions determined by CFW.
2. Treat all teammates, players, coaches, officials, and fans, with respect, regardless of race, age, sex, sexual orientation, gender identity, creed, disability, national origin, religion, or veteran status with respect relative to abusive language, actions, and gestures, while either on or off the ice.
3. Respect the physical facilities at the rinks where practices, games and/or other CFW events are played or held.
4. Follow through on all commitments and be on time for all games/practices and provide advance notice to my Program Leadership for all absences.
5. Never argue with an official's decision and will skate directly to the penalty box if assessed with a penalty during a game.
6. **Never fight with teammates, opponents, officials or spectators.**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Central Florida Warriors Hockey 2024 Official Player Handbook

**Appendix B**  
**Central Florida Warriors Hockey**  
**2024 Season Player Handbook**  
**Acknowledgement and Agreement Form**

I have received and read the Central Florida Warriors Hockey 2024 Player Handbook. I further understand that violations of the rules in the Handbook and enclosed documents could result in reduced ice time, suspension, or other penalties as deemed appropriate by the various governing bodies, President, VP of Hockey Operations or coach. Serious and/or repeated violations may result in a hearing before the Central Florida Warriors VP of Hockey Operations and subsequent dismissal from the program.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

**Appendix C  
Misconduct Report  
CFW Misconduct Report**

**Date of Incident:** \_\_\_\_\_

**Member(s)/Players Involved:** \_\_\_\_\_

**Actions Previously Taken (if any):**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**The incident which came under my notice was as follows (use back if needed):**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Special Considerations:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Recommended Action (Circle One):** Probation    Suspension    Management Review

\_\_\_\_\_  
**Reporting Member/Player**

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**

**Appendix D**  
**New Player Checklist**

The VP of Hockey Operations, or their designated representative, are responsible ensuring the new players understand that all steps need to be complete in a timely fashion.

\_\_\_ Registration packet (Become a Warrior) completed and approved (including USA Hockey approval, if required)

Upon approval:

- \_\_\_ Download Bench App and establish account for program communication
- \_\_\_ Join Discord channel
- \_\_\_ Uniforms ordered and issued
- \_\_\_ Introduction to Program and Team Leadership at first event
- \_\_\_ Player placed on roster of appropriate team