

**BYLAWS
OF
D155 PREDATORS HOCKEY CLUB**

ARTICLE I

Name, and Purposes and Definitions

SECTION 1. Name. The name of the Corporation shall be D155 Predators Hockey Club, (“Corporation”).

SECTION 2. Office. The Corporation shall continuously maintain in the State of Illinois a registered office and a registered agent whose office is identical with such registered office, and may have other offices within or without the state.

SECTION 3. Purpose. The purposes for which the Corporation has been established shall be exclusively for charitable and educational purposes including promoting recreational athletics for high school students primarily in the sport of hockey and activities related thereto, that qualify as exempt under Section 501(c)(3) of the Internal Revenue Code or corresponding section of any future federal tax code.

SECTION 4. Earnings. No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to its Members, trustees, officers, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Section 3 hereof. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of these articles, the Corporation shall not carry on any other activities not permitted to be carried on (a) by a Corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future federal tax code, or (b) by a Corporation, contributions to which are deductible under section 170(c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future code.

SECTION 5. Dissolution. Upon the dissolution of the Corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the Corporation, dispose of all assets of the Corporation in such manner, or to such Corporation or Corporations organized and operated exclusively for charitable, religious, literary, scientific or educational purposes as shall at the time qualify as an exempt Corporation or Corporations under Section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for

public purpose. Any such assets not so disposed of shall be disposed of by the Circuit Court of the county in which the principal office of the Corporation is then located, exclusively for such purposes or to such Corporation or Corporations as said Court shall determine which are organized and operated exclusively for such purposes.

SECTION 6. Distributions. The Corporation shall distribute its income for each tax year at such time and in such manner as not to become subject to the tax on undistributed income self-dealing as defined in Section 4941(d) of the Code, nor retain any excess business holdings as defined in Section 4943(c) of the Code, nor make any investments in such manner as to incur tax liability under Section 4944 of the Code, nor make any taxable expenditure as defined in Section 4945(d) of the Code.

SECTION 7. Affiliations. The Corporation shall be affiliated with Amateur Hockey Association of Illinois, Inc. (“AHAI”), the Illinois High School Hockey League (“IHSHL”) and USA Hockey.

SECTION 8. Definitions.

Section 8.1 Player Participant. Player Participant is defined as an individual enrolled with the Corporation who is in good standing with the Corporation with respect to the Player Code of Conduct, AHAI Policies and Guidelines, holds an active membership registration with USA Hockey, and have signed the Corporation’s Code of Conduct prior to the start of the regular season.

Section 8.2 For Cause. For cause shall be defined as conduct which, in the sole discretion of the Rules and Ethics Committee and Board of Directors, is deemed improper or prejudicial to the interests of the Corporation or deemed injurious to the character, interests, morals or standing of the Corporation, or shall violate the Bylaws, the Corporations Code of Conduct, or AHAI Policies and Guidelines.

ARTICLE II

Members

The Corporation shall have one (1) class of Members. The designation of the Members shall be as follows:

SECTION 1. Membership.

Section 1.1 Player participant must reside in Illinois High School District 155 and be registered as a student with a school approved as a participant of the Corporation. Player Participant must sign the Player Code of Conduct policy as attached hereto in

Exhibit A prior to the start of the current season and be registered as a member of USA Hockey for the current season.

Section 1.2 The parents, legal guardians, or those standing in Loco Parentis to one or more of the participant players enrolled in the programs offered, who have paid all fees levied by the Corporation, and who are in good standing with the Corporation with respect to the AHAI Policies & Guidelines, the Corporation's Code of Conduct, and have signed prior to the start of the regular season the Parent Code of Conduct as attached hereto in **Exhibit A**.

Section 1.3 The head coach of the hockey team; the coaches within the club, as well as hired or volunteer consultants of the club. All coaches must sign the Coaches Code of Conduct as attached hereto in **Exhibit A**.

Section 1.4 In the event a Member cannot pay all fees required by the Corporation, then upon a two-thirds vote of the Board of Directors, the fee required can be reduced or waived.

Section 1.5 Notwithstanding any other provision of these Bylaws, there will be one Membership per Player Participant enrolled in the programs offered by the Corporation, regardless of the number of participants from that family, provided all fees required by this Corporation are fully paid.

SECTION 2. Voting Rights. Each Member shall be entitled to one vote on each matter submitted to a vote of the Members. Notwithstanding any other provision of these Bylaws, there will be one Membership for each Player Participant enrolled in the programs offered by the Corporation, regardless of the number of participants from that family, and who have paid all fees required by this Corporation.

SECTION 3. Termination of Membership. The Board of Directors by affirmative vote of two-thirds of all of the Members of the Board may suspend or expel a Member for cause after an appropriate hearing, and may, by a majority vote of those present at any regular or special meeting, terminate the Membership of any Member who becomes ineligible for Membership.

SECTION 4. Voluntary Resignation. Any Member may resign by filing a written resignation with the Secretary.

SECTION 5. Reinstatement. Upon written request signed by a former Member and filed with the Secretary, the Board of Directors may, by the affirmative vote of two-thirds of the Members of the Board, reinstate such former Member to Membership upon such terms as the Board of Directors may deem appropriate, provided such Member meets the requirements of Section 1 hereof.

SECTION 6. Transfer of Membership. Membership in this Corporation is not transferable or assignable except in those circumstances set forth in the Articles of Incorporation.

SECTION 7. No Membership Certificates. No Membership certificates of the Corporation shall be required.

ARTICLE III

Meetings of Members

SECTION 1. Annual Meeting. An annual meeting of the Members shall be held within forty-five (45) days before the end of the fall/winter hockey season with a minimum of ten (10) days written or electronic notice and shall be open to the general membership of the Corporation. The purpose of the Annual Meeting is for electing Directors and for the transaction of such other business as may come before the meeting. If the day fixed for the annual meeting shall be a legal holiday, such meeting shall be held on the next succeeding business day.

SECTION 2. Special Meetings. Special meetings of the Members may be called either by the President, the Board of Directors, or not less than one-tenth of the Members having voting rights.

SECTION 3. Place of Meeting. The Board of Directors may designate any place, as the place of meeting for any annual meeting or for any special meeting called by the Board of Directors.

SECTION 4. Notice of Meetings. Written or electronic notice stating the place, date, and hour of the meeting of Members shall be provided to each Member entitled to vote at such meeting not less than ten (10) nor more than forty (40) days before the date of such meeting, or in the case of a removal of one or more Directors, a merger, consolidation, dissolution or sale, lease or exchange of assets, not less than twenty (20) nor more than sixty (60) days before the meeting. In the case of a special meeting or when required by statute or by these Bylaws, the purpose for which the meeting is called shall be stated in the notice. The posting of the Notice of Meeting on the D155 Predators website Home Page shall serve as satisfactory delivery of Notice under the provisions of these Bylaws. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, addressed to the Member at his or her address as it appears on the records of the Corporation, with postage thereon prepaid. When a meeting is adjourned to another time or place, notice need not be given of the adjourned meeting if the time and place thereof are announced at the meeting at which the adjournment is taken.

SECTION 5. Quorum. The Members holding one-half (1/2) of the votes which may be cast at any meeting shall constitute a quorum at such meeting. If a quorum is not present at any meeting of Members, a majority of the Members present may adjourn the meeting at any time without further notice. At any adjourned meeting at which a quorum shall be present, any business may be transacted which might have been transacted at the original meeting; withdrawal of Members from any meeting shall not cause failure of a duly constituted quorum at that meeting.

SECTION 6. Proxies. Each Member entitled to vote at a meeting of Members or to express consent or dissent to corporate action in writing without a meeting may authorize another person

or persons to act for him by proxy, but no such proxy shall be valid after eleven (11) months from its date, unless the proxy provided for a longer period.

ARTICLE IV

Board of Directors

SECTION 1. General Powers. There shall be a Board of Directors of the Corporation, which shall supervise and control the business, property and affairs of the Corporation, except as otherwise expressly provided by law, the Articles of Incorporation of the Corporation, or these Bylaws.

SECTION 2. Number, Tenure, and Qualifications. The Members of the initial Board of Directors of the Corporation shall be those individuals named in the Articles of Incorporation and shall serve until their successors are nominated, elected and qualified. Thereafter, the Board of Directors of the Corporation shall be composed of no less than three (3) and nor more than seven (7) individuals, if there are three participating schools. If there are four participating schools, the number of Directors may be increased to not more than eleven (11). The number of Directors may be decreased by no less than three (3), but no decrease shall have the effect of shortening the term of any incumbent Director. New Members of the Board of Directors shall be appointed by vote of a majority of a quorum of the Members at the Annual Meeting. Members of the Board of Directors shall serve for a term of two (2) years with half the Directors elected each year. Directors must be Members in good standing of the Corporation. Coaches are not eligible to serve on the Board of Directors or as an Executive Officer. A Director who no longer qualifies as a Member due to lack of program participation enrollment as provided in Article II, Section I, item 1 of these Bylaws, may continue to serve until the next scheduled election of Directors, provided the lack of participation is due to participant's graduation from high school. If, following the next scheduled election, two-thirds ($2/3^{\text{rds}}$) of the Members vote to allow the current Director of an ineligible Player Participant to be appointed for one additional two-year term, then it shall be permitted, provided the ineligibility is solely due to graduation from high school. There shall be no limitation on the number of terms served. The Directors Term shall begin on the first day of April of the elected year and end on the last day of March of the end of the two (2) year term. Within thirty days after the Board of Director elections, the Board of Directors shall elect officers for the Corporation at the Annual Board of Director Meeting.

SECTION 3. Nominations and Election. Any Member in good standing may submit his or her name as a candidate for a position on the upcoming Board of Directors. Such submission shall be delivered to the Secretary. The Secretary shall send the list of candidates to all current Members electronically or in writing at least fifteen (15) days before, but not more than thirty (30) days before the Annual Meeting of the Members. Election shall be by individual ballot. Each family shall have one vote per player participant. Votes may be collected and counted by an independent third party if so agreed upon by the Board of Directors. To ensure security and integrity, this may require a small fee to be paid to this independent party to ensure objectivity.

SECTION 4. Resignation. Any Director may resign at any time by giving written notice to the President of the Corporation, provided that if such resignation would cause the number of Directors to be less than three, such resignation shall not be effective until a successor Director is elected. If such resignation does not render the Board of Director number less than three, such resignation shall take effect at the time specified therein, or, if no time is specified, at the time of acceptance thereof as determined by the President of the Corporation.

SECTION 5. Removal. Any Director may be removed from such office, with or without cause, by a two-thirds (2/3) vote of the Directors at any regular or special meeting of the Board called expressly for that purpose.

SECTION 6. Vacancies. Vacancies shall be filled by majority vote of the remaining Members of the Board of Directors for the unexpired term.

SECTION 7. Compensation. The Directors shall serve without compensation.

SECTION 8. Annual Meetings and Regular Meetings. An annual meeting of the Board of Directors of the Corporation shall be held each year within thirty (30) days following the Annual Meeting of the Members and shall be open to the membership. The time, day and place as shall be designated by the Board of Directors. The Board of Directors shall elect the Officers at the Annual Meeting of the Board of Directors Regular Meeting. Regular meetings for the Board of Directors shall be held throughout the year and will be composed of both closed door and open door sessions.

SECTION 9. Special Meetings. Special meetings of the Board of Directors may be called at the direction of the President or by a majority of the voting Directors then in office, to be held at such time, day and place as shall be designated in the notice of the meeting.

SECTION 10. Notice. Written or electronic notice of the time, day and place of any meeting of the Board of Directors shall be given at least two (2) days previous to the meeting to each Director at his or her address as shown by the records of the Corporation except that no special meeting of Directors may remove a Director unless written notice of the proposed removal is delivered to all Directors at least twenty (20) days prior to such meeting. Except for a special meeting of Directors for the purpose of the removal of Directors, any other Notice of Meeting may be given by posting on the home page of D155 Predators Hockey Club for a continuous period of thirty (30) days prior to the meeting. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail in a sealed envelope so addressed, with postage thereon prepaid. Notice of any special meeting of the Board of Directors may be waived in writing signed by the person or persons entitled to the notice either before or after the time of the meeting. Attendance and participation at a meeting without objection to notice shall also constitute a waiver of notice. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the Board need be specified in the notice or waiver of notice of such meeting unless specifically required by law or by these Bylaws.

SECTION 11. Quorum. A majority of the Directors then in office shall constitute a quorum for the transaction of business at any meeting of the Board of Directors.

SECTION 12. Manner of Acting. Except as otherwise expressly required by law, the Articles of Incorporation of the Corporation, or these Bylaws, the affirmative vote of a majority of the Directors present at any meeting at which a quorum is present shall be the act of the Board of Directors. Each Director shall have one vote. Voting by proxy shall not be permitted.

SECTION 13. Unanimous Written Consent In Lieu of a Meeting. The Board may take action without a meeting if written consent to the action is signed by all of the Directors.

SECTION 14. Telephone Meeting. Any one or more Directors may participate in a meeting of the Board of Directors by means of a conference telephone or similar telecommunications device which allows all persons participating in the meeting to hear each other. Participation by telephone shall be equivalent to presence in person at the meeting for purposes of determining if a quorum is present.

SECTION 15. Presumption of Assent. A Director of the Corporation who is present at a meeting of the Board of Directors at which action on any Corporation matter is taken shall be conclusively presumed to have assented to the action taken unless his or her dissent shall be entered in the minutes of the meeting or unless he or she shall file his or her written dissent to such action with the person acting as the Secretary of the meeting before the adjournment thereof or shall forward such dissent by registered or certified mail to the Secretary of the Corporation immediately after the adjournment of the meeting. Such right to dissent shall not apply to a Director who voted in favor of such action.

SECTION 16. Meeting Rules. Roberts Rules of Order shall govern and control the conduct of all meetings of the Corporation.

SECTION 17. Board of Directors Duties. The duties of the Board of Directors shall include, but not be limited to:

- Elect the Executive Officers of the Corporation;
- Administer, monitor, and enforce the Player, Coaches, and Parent & Spectator Code of Conduct in conjunction with the Rules and Ethics Committee and Executive Board;
- Determine what is in the overall best interests of the Corporation and shall have authority to implement and enforce policies, rules, procedures, and penalties, to advance those interests;
- Ensure compliance with D155 Board of Education Athletic Club policy 7140 as may be amended from time to time;
- Provide final approval of salary compensation for Coaching and staff;
- Appoint Committees as needed;
- Determine all fees and assessments by a majority vote, rules relating to payments and payment schedules; and
- Review fiscal reports provided by the Treasurer and approve budgets.

ARTICLE V

Executive Officers

SECTION 1. Officers. The Executive Officers of the Corporation shall consist of a President, Vice President, a Secretary, a Treasurer, and Registrar. The Corporation shall have such other assistant officers as the Board of Directors may deem necessary and such officers shall have the authority prescribed by the Board. One person may hold more than one office, other than the offices of President and Secretary.

SECTION 2. Election of Officers. The officers of the Corporation shall be elected by the Directors at the annual meeting of the Board of Directors. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as conveniently may be. Vacancies may be filled or new offices created and filled at any meeting of the Board of Directors. Election of an officer shall not of itself create contract rights.

SECTION 3. Term of Office. The officers of the Corporation shall be installed at the annual meeting at which they are elected and shall hold office for a two-year term until the next annual meeting. Each officer shall hold office until his or her successor shall have been duly elected and shall have qualified or until his or her death or until he or she shall resign or shall have been removed in the manner herein provided. The President and Secretary being elected in the even year terms, and the Vice President, Treasurer, and Registrar being elected in odd year terms.

SECTION 4. Resignation. Any officer may resign at any time by giving written notice to the President of the Board. Such resignation shall take effect at the time specified in the notice, or if no time is specified, then immediately.

SECTION 5. Removal. Any officer elected or appointed by the Board may be removed from such office by a two-thirds (2/3) vote of the Directors whenever in its judgment the best interests of the Corporation would be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the person so removed. The Board may remove an officer at any regular or special meeting of the Board called expressly for that purpose.

SECTION 6. Vacancies. A vacancy in any office shall be filled by the Board of Directors for the unexpired term.

SECTION 7. President. The President shall be the principal executive officer of the Corporation. Subject to the direction and control of the Board of Directors, the President shall give active direction and have control of the business and affairs of the Corporation. He or she shall see that the resolutions and directives of the board of Directors are carried into effect except in those instances in which that responsibility is assigned to some other person by the Board of Directors; and, in general, he or she will discharge all duties incident to the office of President and such other duties as may be prescribed by the Board of Directors. He or she shall preside at all meetings of the Board. Additional prescribed duties of the President include, but are not limited to:

- Assume the duties of any Director position that becomes vacant until the position is filled;
- Conduct Monthly Board Meetings, approve agenda and approve final minutes;
- Ensure compliance with District 155 Board of Education Policy 7140;
- Attend District 155 Board Meetings as required or requested, and ensure compliance with policies and requirements of AHAI and USA Hockey;
- Address parent concerns and act as liaison between parents and coaches;
- Co-sign Corporate checks;
- Participate in any hearing, evaluation and ruling of an appeals made as a result of a Rules & Ethics Committee determination; and
- Any such other duties as may be prescribed by the Board of Directors.

SECTION 8. Vice President. The Vice President shall assist the President in the discharge of his or her duties as the President may direct and shall perform such other duties as from time to time may be assigned to him or her by the President or by the Board of Directors. In the absence of the President or in the event of his or her inability or refusal to act, the Vice President shall perform the duties of the President, and when so acting, shall have all the powers of and be subject to all the restrictions upon the President. Other additional duties include but are not limited to:

- Chair of the Rules and Ethics Committee;
- Coordinate and schedule practice time with the assistance of coaches;
- Act as liaison between parents and coaches;
- Work with coaches and assist in recruiting efforts;
- Participate in any hearing, evaluation, and ruling of an appeal made as a result of a Rules & Ethics Committee Determination;
- Co-sign checks as needed; and
- Any such other duties as may be prescribed by the Board of Directors.

SECTION 9. Secretary. The Secretary shall keep the minutes of the meetings of the Board of Directors; see that all notices are duly given in accordance with the provisions of these Bylaws, ensure staff Members keep corporate records; and in general perform all duties incident to the office of Secretary and such other duties as may be assigned by the Board of Directors. Additional prescribed duties of the Secretary include but are not limited to:

- Prepare agendas for regular and special Board of Director and Member Meetings;
- Take minutes at all meetings and prepare and circulate minutes for approval and dissemination;
- Administer records for the Corporation;
- Assist with obtaining all signatures for the Player, Coach, and Parent/Spectator Code of Conduct;
- Maintains the Corporation's equipment log;
- Maintain the Corporation's website;
- Serve on the Rules and Ethics Committee;

- Participate in any hearing, evaluation, and ruling of an appeal made as a result of a Rules & Ethics Committee Determination; and
- Any such other duties as may be prescribed by the Board of Directors.

SECTION 10. Treasurer. The Treasurer shall be the principal accounting and financial officer of the Corporation. The Treasurer shall be responsible for all funds of the Corporation. The Treasurer shall ensure staff Members properly receive and give receipts for moneys due and payable to the Corporation and deposit all such moneys in the name of the Corporation in appropriate banks, and in general perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him or her by the Board of Directors. Additional prescribed duties include but are not limited to:

- Preparing budgets for the Board of Directors and regular meetings of the Executive Officers;
- Perform monthly reconciliation of the Corporate bank account;
- Pay all club invoices through the Corporate bank account;
- Initiate obtaining second Board Member signature on all checks;
- Maintain 1099 records for submission to the accountant at calendar year end;
- Prepare annual financial statements for the accountant at year end;
- Direct communication with Corporate accountant;
- Sign annual tax returns and Illinois annual report with the Illinois Secretary of State; and
- Any such other duties as may be prescribed by the Board of Directors.

SECTION 11. Registrar. The principal duties of the Registrar shall be to account for all skater registrations, including AHAI Hockey registrations for both skaters and coaches. Any payments accompanying registrations shall be accounted for and passed along to the Treasurer. Any ice credits which shall come into his or her hands from the Treasurer's records shall be accurately accounted for. In addition, the Registrar shall process paperwork for transferring skaters. The Registrar also prepares official team rosters and distributes patches earned by players at the end of the season. All moneys received, statements and inventories of moneys received, and generally all matters pertaining to his or her office shall be reported to the Board of Directors.

SECTION 12. Bonding. If requested by the Board of Directors, any person entrusted with the handling of funds or valuable property of the Corporation shall furnish, at the expense of the Corporation, a fidelity bond, approved by the Board of Directors.

ARTICLE VI

Director of Hockey

Section 1. Appointment. The position of the Director of Hockey shall be filled by a two-thirds majority vote of the Board of Directors.

Section 1.1 Selections. The Executive Committee shall review all potential candidate information for the position of Director of Hockey and present its recommendations to the Board of Directors.

Section 1.2 Qualifications. A minimum of three (3) years prior experience as a Hockey Head Coach or a minimum of one year experience as a Hockey Director at another organization.

Section 2. Responsibilities. Responsibilities include, but are not limited to:

- Interviewing and scouting coaches and bringing hiring recommendations to the Board of Directors for Board of Director final approval prior to hiring;
- Hiring and supervising head coaches;
- Tryouts, evaluations, and participation in team placement of potential Player Participants;
- Fostering Player development and growth;
- Parent and player education and interaction;
- Reporting to the Executive Committee; and
- Any such other duties as may be prescribed by the Executive Committee.

Section 3. Term, Resignation, or Removal

- The term of the Director of Hockey shall be defined in his or her Independent Contractor Agreement;
- The Director of Hockey may resign at any time by providing a sixty (60) day notice to the Board of Directors. Failure to provide sixty day notice shall result in the immediate termination, including but not limited to compensation, shall cease upon his or her termination;
- The Director of Hockey's Independent Contractors Agreement shall be terminated and any and all compensation shall cease immediately upon:
 - A. The Director of Hockey being unable to fulfill his or her responsibilities as delineated above and his or her independent contractor agreement in a manner deemed acceptable to the Board of Directors; or
 - B. The Director of Hockey acts in a way that is deemed by the Executive Committee or the Board of Directors, in their sole discretion, to be harmful to the integrity, reputation, and/or well-being of the Corporation.

ARTICLE VII

Committees

SECTION 1. Committees of the Board of Directors. The Board of Directors, by resolution adopted by a majority of the Directors in office, may designate and appoint one or more committees, each consisting of two or more Directors, which committees shall have and exercise the authority of the Board of Directors in the governance of the Corporation. However,

no committee shall have the authority to amend or repeal these Bylaws; elect or remove any officer or Director; adopt a plan of merger; or authorize the voluntary dissolution of the Corporation.

SECTION 2. Standing Operational Committees. The following shall be standing committees for the Corporation.

Rules and Ethics Committee.

A. Responsibilities. The Rules and Ethics Committee Responsible receiving and evaluating the Corporations' Incident Reports and/or Requests for Hearings. Responsible for conducting hearings on penalties, breaches of Player, Coach, and Parent/Spectator Code of Conduct Violations, or any other offenses requiring Board of Director Disciplinary Action. Members of the Rules and Ethics Committee shall be appointed by the Board of Directors. The initial Rules and Ethics Committee Members shall be:

Vice President, as Chair*

Secretary

One (1) Board member appointed from **each** of the participating schools.

*Chair may appoint additional members to the Committee or remove members at his/her discretion.

B. General Rules.

- Complaints, problems, or suggestions should be brought to the attention of the Rules and Ethics Committee. Complaints are to be in writing pursuant to the D155 Predators Hockey Club Incident Report and/or Request for Hearing form attached hereto as **Exhibit B.**
- After the inquiry, suggestion or complaint is heard by the Rules and Ethics Committee, and if it is found to be of merit, any action taken shall be by approval by the majority vote of the Rules and Ethics Committee. If the matter is to be found without merit, or if the Committee votes to table or dismiss the issue, the petitioner shall be notified of the outcome in writing by the Chair of the Committee.
- If the Member feels that they did not obtain an adequate response to their inquiry, complaint, or suggestion after contacting Rules and Ethics Committee, they may appeal the decision to the Board of Directors. The Board of Directors shall then schedule for that Member to be heard at the next meeting.

SECTION 3. Other Committees and Task Forces. The Board of Directors may create and appoint Members to such other committees and task forces as they shall deem appropriate. Such committees and task forces shall have the power and duties designated by the Board of Directors, and shall give advice and make non-binding recommendations to the Board.

SECTION 4. Term of Office. Each Member of a committee shall serve for one year until the next annual meeting of the Board of Directors and until a successor is appointed, unless the committee is sooner dissolved.

SECTION 5. Chairman. One Member of each committee or task force shall be appointed chairman.

SECTION 6. Vacancies. Vacancies in the Membership of committees may be filled by the President of the Board.

SECTION 7. Quorum. Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the Members present at a meeting at which a quorum is presented shall be the act of the committee.

SECTION 8. Rules. Each committee and task force may adopt rules for its meetings not inconsistent with these Bylaws or with any rules adopted by the Board of Directors.

SECTION 9. Informal Action. The authority of a committee may be exercised without a meeting if a consent in writing, setting forth the action taken, is signed by all the Members entitled to vote.

ARTICLE VIII

Disciplinary Procedures

SECTION 1. Rules.

- A. Disciplinary action may be taken only after a hearing by the Rules and Ethics Committee. There are two exceptions: (1) automatic suspension for playing rule violations per USA Hockey “Official Rules of Hockey” (i.e. suspension resulting from a player receiving five penalties in a game does not require a hearing before the suspension goes into effect); and (2) emergency suspension, subject to a subsequent hearing, expressly authorized by the AHAI, in accordance with Article IX of the Rules and Regulations. All hearing decisions must be reported in writing to the Board of Directors.
- B. Mandatory Hearing. A disciplinary hearing must be held whenever a person timely requests a hearing. Any person who receives summary discipline without first being given the opportunity for a hearing may demand a hearing within seven (7) days from the receipt of notice of discipline. Notice of discipline may come in the form of a game sheet detailing a playing rules violation that results in a summary suspension per USA Hockey “Official Rules of Ice Hockey”. If a hearing is demanded that demand must be in writing and submitted to the Rules and Ethics Committee within seven (7) days of the person receiving notice of the suspension or discipline. The Rules and Ethics Committee may schedule a hearing for any violation of any rules and or policies including but not limited to the Zero Tolerance policies, Code of Conduct Policies, USA Hockey Playing Rules, or AHAI Policies and Regulations.

SECTION 2. Burden of Proof. The burden of proof shall be on the party proposing the suspension/discipline by a preponderance of the evidence.

SECTION 3. Timing of Hearing. The hearing should be held as soon as possible after the incident or request for a hearing and within thirty days. In no event shall a hearing take place more than sixty days after the incident or request for hearing.

SECTION 4. Ensure Objectivity. The Rules and Ethics Committee must ensure that its members are reasonably independent and objective and do not have a conflict of interest. The Committee shall not consist of any relative of the parties. Committee members shall not consist of a husband and wife serving on the committee at the same time.

SECTION 5. Notice. Written/email notice of the date, time and location a disciplinary hearing will be held must be given to the person disciplined or facing discipline and all other interested parties on the Notice of Hearing, attached as **Exhibit C**. The notice must be delivered ten (10) business days prior to the hearing date. The written notice is deemed delivered two days following the date mailed via US Mail, or immediately upon hand delivery or upon sending the email. Written notice must contain:

- A. A reasonable notice of the grounds for the proposed disciplinary action or suspension;
- B. The specific rule, policy, regulation or infraction having been violated;
- C. The time and location of the incident;
- D. The inclusion of any additional documents that will be submitted at the hearing such as game reports, statements, game sheets;
- E. Statement of the names of witnesses that are going to be called;
- F. The possible consequences of a finding that a violation as alleged has occurred;
- G. How long the hearing will be scheduled and any parameters associated with the hearing; and
- H. The names of the committee members.

SECTION 6. Hearing.

- A. The Chair controls the hearing. The Chair will introduce the Committee and state the purpose of the hearing and who will present from each side and provide the time allowed for hearing each side.
- B. The Chair will state what alleged violation is at issue and cite the specific rule, regulation, offense or infraction.
- C. Obtain signatures of every person present at the hearing.
- D. Allow the parties to present claims or defenses.
- E. Committee members shall be observant, listen closely, and not be an advocate for any position that is being taken by a party or witness.
- F. When the time for the hearing has expired, the Chair shall state that the time has ended. Thank the participants and ask them to leave so that the Committee can deliberate. No other individuals may be present for the deliberation except Committee Members. After deliberation the Committee members shall vote on the decision and a majority vote shall rule. The decision shall be documented the Disciplinary Hearing Report, attached as **Exhibit D**.

SECTION 7. Decision. A decision must be announced within five (5) days of the Hearing. A copy of Notice of Disciplinary Action and Right to Appeal, as attached as **Exhibit E**, must be delivered to the parties and to the Board of Directors within ten (10) days following the hearing. The Notice of

Disciplinary Action and Right to Appeal must state what facts occurred, where and when it occurred, the specific rule, regulation, or infraction of violation and the disciplinary action taken. This notice must also provide notification of the right to appeal the decision to the Board of Directors.

SECTION 8. Appeal. Any party to the hearing may appeal any adverse decision in writing using the Request for Appeal Form, as attached in **Exhibit F** within ten (10) days of the receipt of the Notice of Disciplinary Action and Right to Appeal to the Board of Directors of the Corporation. The Decision shall be prima facie evidence of the facts stated therein and the burden of proof as to why the decision shall not be implemented shall be upon the appealing party. The only basis for appeal will be that the Committee acted erroneously in interpreting or applying these Bylaws or USA Hockey Bylaws, Rules and Regulations, AHAI Policies and Procedures, or Code of Conduct. Any appeal will not stay the implementation of suspension, expulsion, or other disciplinary action for the violation of playing rules. All other appeals may stay the disciplinary actions, suspensions or expulsion at the discretion of the Chair of the Rules and Ethics Committee. Notwithstanding the foregoing, a one-game suspension shall not be subject to an appeal. Suspensions resulting from a game misconduct penalty must be served in the next consecutive game by the suspended member.

ARTICLE IX

Contracts, Checks, Deposits and Funds

SECTION 1. Contracts. The Board of Directors may authorize any officer or officers, agent or agents of the Corporation, in addition to the officers so authorized by these Bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation and such authority may be general or confined to specific instances.

SECTION 2. Checks, Drafts, etc. All checks, drafts or other orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the Corporation shall be signed by such officer or officers, agent or agents of the Corporation and in such manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments shall be signed by the Treasurer or an assistant Treasurer and countersigned by the President or a Vice President of the Corporation.

SECTION 3. Deposits. All funds of the Corporation shall be deposited from time to time to the credit of the Corporation in such banks, trust companies, or other depositories as the Board of Directors may select.

SECTION 4. Gifts. The Board of Directors may accept on behalf of the Corporation any contribution, gift, bequest or devise for the general purpose or for any special purpose of the Corporation.

ARTICLE X

Books and Records

The Corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its Board of Directors and committees having any of the authority of the Board of Directors, and shall keep at the registered or principal office a record giving the names and addresses of the Members entitled to vote. All books and records of the Corporation may be inspected by any Member, or his or her agent or attorney for any proper purpose at any reasonable time.

ARTICLE XI

Fiscal Year

The fiscal year of the Corporation shall be fixed by resolution of the Board of Directors.

ARTICLE XII

Waiver of Notice

Whenever any notice is required to be given under the provisions of the General Not-for-Profit Corporation Act of Illinois or under the provisions of the Articles of Incorporation or the Bylaws of the Corporation, a waiver thereof in writing, signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice. Attendance at any meeting shall constitute waiver of notice thereof unless the person at the meeting objects to the holding of the meeting because proper notice was not given.

ARTICLE XIII

Indemnification

SECTION 1. Indemnification in Actions Other Than by or in the Right of the Corporation.

The Corporation may indemnify any person who was or is a party, or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than an action by or in the right of the Corporation) by reason of the fact that he or she is or was a Director, officer, employee or agent of the Corporation, or is or was serving at the request of the Corporation as a Director, officer, employee or agent of another Corporation, partnership, joint venture, trust or other enterprise, against expenses (including attorneys' fees), judgments, fines and amounts paid in settlement actually and reasonably incurred by such person in connection with such action, suit or proceeding, if such person acted in good faith and in a manner he or she reasonably believed to be in, or not opposed to, the best interests of the Corporation, and, with respect to any criminal action or proceeding, had no reasonable cause to believe his or her conduct

was unlawful. The termination of any action, suit or proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner which he or she reasonably believed to be in or not opposed to the best interests of the Corporation or, with respect to any criminal action or proceeding, that the person had reasonable cause to believe that his or her conduct was unlawful.

SECTION 2. Indemnification of Actions by or in the Right of the Corporation. The Corporation may indemnify any person who was or is a party, or is threatened to be made a party to any threatened, pending or completed action or suit by or in the right of the Corporation to procure a judgment in its favor by reason of the fact that such person is or was a Director, officer, employee or agent of the Corporation, or is or was serving at the request of the Corporation as a Director, officer, employee or agent of another Corporation, partnership, joint venture, trust or other enterprise, against expenses (including attorneys' fees) actually and reasonably incurred by such person in connection with the defense or settlement of such action or suit, if such person acted in good faith and in a manner he or she reasonably believed to be in, or not opposed to, the best interests of the Corporation, provided that no indemnification shall be made in respect of any claim, issue or matter as to which such person shall have been adjudged to be liable for negligence or misconduct in the performance of his or her duty to the Corporation, unless, and only to the extent that the court in which such action or suit was brought shall determine upon application that, despite the adjudication of liability, but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses as the court shall deem proper.

SECTION 3. Right to Payment of Expenses. To the extent that a Director, officer, employee or agent of the Corporation has been successful, on the merits or otherwise, in the defense of any action, suit or proceeding referred to in Sections 1 and 2 of this Article, or in defense of any claim, issue or matter therein, such person shall be indemnified against expenses (including attorneys' fees) actually and reasonably incurred by such person in connection therewith.

SECTION 4. Determination of Conduct. Any indemnification under Sections 1 and 2 of this Article (unless ordered by a court) shall be made by the Corporation only as authorized in the specific case, upon a determination that indemnification of the Director, officer, employee or agent is proper in the circumstances because he or she has met the applicable standard of conduct set forth in Sections 1 or 2 of this Article. Such determination shall be made (a) by the Board of Directors by a majority vote of a quorum consisting of Directors who were not parties to such action, suit or proceeding, or (b) if such a quorum is not obtainable, or even if obtainable, if a quorum of disinterested Directors so directs, by independent legal counsel in a written opinion, or (c) by the Members entitled to vote, if any.

SECTION 5. Payment of Expense in Advance. Expenses incurred in defending a civil or criminal action, suit or proceeding may be paid by the Corporation in advance of the final disposition of such action, suit or proceeding, as authorized by the board of Directors in the specific case, upon receipt of an undertaking by or on behalf of the Director, officer, employee or agent to repay such amount, unless it shall ultimately be determined that he or she is entitled to be indemnified by the Corporation as authorized in this Article.

SECTION 6. Indemnification Not Exclusive. The indemnification provided by this Article shall not be deemed exclusive of any other rights to which those seeking indemnification may be entitled under any by-law, agreement, vote of Members or disinterested Directors, or otherwise, both as to action in his or her official capacity and as to action in another capacity while holding such office, and shall continue as to a person who has ceased to be a Director, officer, employee or agent, and shall inure to the benefit of the heirs, executors and administrators of such a person.

SECTION 7. Insurance. The Corporation may purchase and maintain insurance on behalf of any person who is or was a Director, officer, employee or agent of the Corporation, or who is or was serving at the request of the Corporation as a Director, officer, employee or agent of another Corporation, partnership, joint venture, trust or other enterprise, against any liability asserted against such person and incurred by such person in any such capacity, or arising out of his or her status as such, whether or not the Corporation would have the power to indemnify such person against such liability under the provisions of this Article.

SECTION 8. Notice to Members. If the Corporation has paid indemnity or has advanced expenses under this Article to a Director, officer, employee or agent, the Corporation shall report the indemnification or advance in writing to any Members entitled to vote with or before the notice of the next meeting of the Members entitled to vote.

SECTION 9. References to Corporation. For purposes of this Article, references to "the Corporation" shall include, in addition to the surviving Corporation, any merging Corporation (including any Corporation having merged with a merging Corporation) absorbed in a merger which, if its separate existence had continued, would have had the power and authority to indemnify its Directors, officers, employees or agents, so that any person who was a Director, officer, employee or agent of such merging Corporation, or was serving at the request of such merging Corporation as a Director, officer, employee or agent of another Corporation, partnership, joint venture, trust or other enterprise, shall stand in the same position under the provisions of this Article with respect to the surviving Corporation as such person would have with respect to such merging Corporation if its separate existence had continued.

SECTION 10. Other References. For purposes of this Article, references to "other enterprises" shall include employee benefit plans; references to "fines" shall include any excise taxes assessed on a person with respect to an employee benefit plan; and references to serving at the request of the Corporation" shall include any service as a Director, officer, employee or agent of the Corporation which imposes duties on, or involves services by such Director, officer, employee, or agent with respect to an employee benefit plan, its participants, or beneficiaries. A person who acted in good faith and in a manner he or she reasonably believed to be in the best interests of the participants and beneficiaries of an employee benefit plan shall be deemed to have acted in a manner "not opposed to the best interests of the Corporation" as referred to in this Article.

ARTICLE XIV

Operation as a Sponsored Athletic Club Of Community High School District 155

The Corporation intends to operate as an Athletic Club of Community High School District 155, as defined in their Board of Education Policy 7140, and shall adhere to the requirements of Policy 7140 or the corresponding section of any future policy adopted by the District Board of Education for this purpose.

ARTICLE XV

Amendments

The power to alter, amend, or repeal the Bylaws or adopt new Bylaws shall be vested in the Board of Directors unless otherwise provided in the articles of incorporation or the Bylaws. Such action may be taken at a regular or special meeting for which written notice of the purpose shall be given. The Bylaws may contain any provisions for the regulation and management of the affairs of the Corporation not inconsistent with law or the Articles of Incorporation. A two-thirds majority of the votes cast is required to amend or change the Bylaws of the Corporation.

EXHIBIT A
Code of Conduct and Whistleblower Policy for Player, Parent/Spectator, and Coaches

See attached

D155 Predators Hockey Club

PLAYER, PARENT/SPECTATOR/VOLUNTEER/COACH'S CODE OF CONDUCT AND WHISTLEBLOWER POLICY

ZERO TOLERANCE POLICY

In accordance with USA Hockey and the Amateur Hockey Association of Illinois ("AHAI") the D155 Predators Hockey Club ("Club") adopts and adheres to all aspects of the Zero Tolerance Policy. In an effort to make ice hockey a more desirable and rewarding experience for all participants, AHAI defines Zero Tolerance as: Any lack of respect or unsportsmanlike conduct will not be tolerated and will be a violation of AHAI's and the Club's Zero Tolerance Policy. Unsportsmanlike conduct can include a number of actions, some of which are swearing, yelling at officials, taunting, or fighting. The Zero Tolerance Policy applies to players, coaches, parents and spectators equally, both on and off the ice.

I. PLAYER CODE OF CONDUCT

Players must be aware that his or her conduct is not only a reflection on himself or herself but also on their team and that Club more broadly. Players will be held to the Zero Tolerance Policy at any time they are attending any type of Club or team event or gathering.

- Be respectful and courteous to Coaches, teammates, officials, spectators, and other teams.
- Be respectful of the property of others.
- Do not argue with Coaches or Referees.
- Do not use abusive or vulgar language.
- Do not taunt players, Coaches, or Officials, or display other behavior that could be considered bullying.
- Do not use video equipment in the locker room at any time. This includes video camera, cell phones, or any other media collecting device.
- Never try to deliberately attempt to injure another player.
- Do not fight or incite others to do so.

Disciplinary Action:

- At the team level, the Head Coach is responsible for deciding and delivering discipline measures to individual team players.
- The head coach will report all incidents to the Director of Hockey
- The head coach will communicate with the parents early and often when behavioral issues arise.
- The head Coach, or assistant Coaches will ask parents to respect the 24 hour rule when their son or daughter is involved in a conduct related issue.
- With respect to any game suspensions, the Head Coach must contact the Director of Hockey, who in turn will advise the Rules and Ethics Committee on the recommended action.
- If a multi-game suspension is given, and the parents disagree with the decision, they have the right to request a hearing.

II. PARENT'S AND SPECTATOR'S CODE OF CONDUCT

Parents and spectators must be aware that his or her conduct is not only a reflection of himself or herself but also on the team and the Club more broadly. Parents and spectators will be held to the Zero Tolerance Policy at any time they are attending any type of Club or team event or gathering.

- Enthusiastic support of your team or favorite player is an expected and welcome part of the games.
- Be supportive of all team players and coaches both on and off the ice.
- Do not use obscene or vulgar language to anyone at any time at the rink, before, during, or after a game or practice.
- Do not taunt players, coaches, officials, or other spectators by means of baiting, ridiculing, threat of physical violence, or acts of physical violence.
- Do not throw any object in the spectators viewing area, players' bench, in the penalty box, or on the ice surface at any manner as to create a safety hazard.
- Parents will observe a 24 hour rule, and wait 24 hours before contacting team or Club officials when an issue arises around their son or daughter or themselves.
- Parents or family members who volunteer for a duty at the score table are considered Game Officials and must conduct themselves in a sportsmanlike, impartial, and constructive manner at all times.
- Parents are responsible for the behavior of their guests.
- Only Game Officials and Coaching staff are allowed to be on the bench or around the scorer's table or penalty boxes during game play. Parents must remain behind the glass area of the rink at all times. Only spectators above the age of fourteen (14) are permitted to be around the scorer's table or penalty box.

Disciplinary Action:

- If an on-ice official stops gameplay due to a parent or spectator, the parent or spectator will be suspended from attending the next scheduled game.
- If an on-ice official ejects a parent or spectator from a game, that parent or spectator will be suspended from the team's next three games, in accordance with AHAI policy.
- Any parent or spectator deemed to be in violation with this Code of Conduct will be referred to the Rules and Ethics Committee for review.
- Any decision by the Rules and Ethics Committee may be appealed in writing by completing the Request for Appeal. Any decision by the Board of Directors following the Appeal shall be final.

III. VOLUNTEER AND COACH'S CODE OF CONDUCT

Coaches must be aware that his or her conduct is not only a reflection of himself or herself, but also on their team and the Club more broadly. Coaches will be held to the Zero Tolerance Policy at any time they are attending any type of Club or team event or gathering.

Disciplinary Action:

The Director of Hockey will investigate all reported or observed violations committed by the Coaches. The Director of Hockey will report any raised issues to the Rules and Ethics Committee. The Director of Hockey will have the authority to discipline the Coach involved, or with the concurrence of the Executive Board, to terminate the Coach if deemed necessary.

IV. WHISTLEBLOWER POLICY

The Corporation follows the Whistleblower Policy and SafeSport Program instituted by USA Hockey that requires every employee or volunteer to report (1) actual or perceived violations of the USA Hockey SafeSport Program Handbook, (2) any violations of the sexual abuse, physical abuse, emotional abuse, bullying, threats or harassment, or hazing policies and (3) suspicions or allegations of child physical or sexual abuse to the appropriate to the

appropriate USA Hockey Representatives, additionally, in all cases involving suspicions or allegations of child physical or sexual abuse, every employee or volunteer of USA Hockey member programs must also report to the appropriate law enforcement authorities. Employees and/or volunteers shall not attempt to evaluate the credibility or validity of the allegations as a condition for or prior to reporting their concerns.

Whistleblower protections are to cover two important areas – confidentiality for the victim, complainant, and accused perpetrator (all to the extent permitted by law); the ability to file reports anonymously, whistleblower protection for persons that made reports in good faith, and potential disciplinary action for persons who make reports in bad faith.

Three ways to Report Suspected Abuse:

CALL: 800-888-4656

EMAIL: SafeSport@usahockey.org

CLICK: “Report to USA Hockey” at usahockey.com/safesport

Signature of Coach, Parent, or Player: _____ Date: _____

Print Name: _____

EXHIBIT B
D 155 Predators Incident Report and/or Request for Hearing

See attached

D155 Predators Hockey Club

**INCIDENT REPORT AND/OR REQUEST FOR HEARING FOLLOWING
DISCIPLINARY ACTION**

Date of Submittal _____



Incident Report



Request for Hearing following Disciplinary Action

This Incident Report and/or Request for Hearing following Disciplinary Action is to be used to inform the D155 Predators Hockey Club Rules & Ethics Committee of any incidents that may occur before, during, or after a league game involving spectators, parents, rink personnel, coaches, minor officials, team officials, or anyone not covered by in playing rules. Such incidents may include, but are not limited to, verbal and/or physical abuse, altercations between spectators, and confrontations in the facility or parking lot or anything else detrimental to the game of hockey. No anonymous reports will be considered by the Rules and Ethics Committee.

If this is a request for a hearing, list the reasons for the request for hearing following the disciplinary action or suspension.

- TO BE SUBMITTED AFTER A **24 HOUR** WAITING PERIOD
- EMAIL TO: The Current Chair of the Rules and Ethics Committee.

Home Team: _____ Visitor Team: _____

Location of Game (Rink Name and City): _____

Game Date: _____ Game Time: _____

Name of Person Reporting the Incident: _____

Phone Number: _____ Email: _____

List All Witnesses:

Describe all facts of the incident below and/or reasons for the Request for Hearing following disciplinary action or suspension. (You may attach additional pages if needed.)

EXHIBIT C
NOTICE OF HEARING

See attached

D155 Predators Hockey Club

NOTICE OF HEARING

DATE: _____

TO: _____

FROM: _____

Re: _____

This is your Notice of Hearing under USA Hockey Bylaws Article 10 to determine disciplinary and/or suspension measures as a result of violations of the following Rule, Regulation, or policy:

Date and Location of Incident or Occurrence: _____

Hearing Date: _____ Time: _____

Hearing Location: _____

IF THE RULES & ETHICS COMMITTEE FINDS THAT A VIOLATION HAS OCCURRED YOU MAY BE SUSPENDED OR DISCIPLINED AT THE DISCRETION OF THE COMMITTEE. ATTENDANCE IS REQUIRED. FAILURE TO ATTEND MAY RESULT IN DISCIPLINARY ACTION BEING TAKEN WITHOUT YOU PRESENT.

Committee: Chair _____

If you object to any of these Committee Members due to a potential Conflict of Interest, please contact the Rules and Ethics Committee Chair within 24 hours of receipt of this Hearing Notice.

At the Hearing, you will have the opportunity to present your facts. Please contact the Committee Chair if you would like to have any witnesses present at the Hearing.

Immediately following the Hearing, the Committee will deliberate and a decision will be made in a timely manner. Upon rendering a decision, the Committee will send a Notice of Disciplinary Action and Right to Appeal. Please contact the Chair of the Rules and Ethics Committee with any questions.

EXHIBIT D

Disciplinary Hearing Report

See attached.

D155 Predators Hockey Club

DISCIPLINARY HEARING REPORT

Date of Report: _____

Date of Hearing: _____

Date of Incident: _____

Nature of Incident: _____

Name of Person who is subject to the hearing: _____

Address: _____

Phone Number: _____ Email: _____

Status of Member: (Player, Coach, Parent, etc.) _____

Team: _____

Rules and Ethics Committee Members:

Issue Deliberated:

Facts as decided by the Committee:

Conclusion of the Committee:

Penalty: _____

Copy to: Board of Directors

EXHIBIT E

Notice of Disciplinary Action and Right to Appeal

See attached.

D155 Predators Hockey Club

NOTICE OF DISCIPLINARY ACTION AND RIGHT TO APPEAL

TO: _____ **Re: Hearing Date:** _____

FROM: _____ **CHAIR** _____

Dear _____:

Pursuant to USA Hockey and the D155 Predators Hockey Club Bylaws, Rules Regulations and or Policies of the Amateur Hockey Association of Illinois, a hearing was conducted at the date and location above. The findings of this Hearing are attached. You have the right to appeal this decision in writing in accordance with the D155 Predators Hockey Club Bylaws and USA Hockey. The form to appeal this decision is enclosed.

Please note that in the case of a suspension, said individual is suspended from all Hockey activities. Any player, program or coach who knowingly violates this policy will be automatically suspended for one year.

Sincerely,

Chair

**Rules and Ethics Committee
D155 Predators Hockey Club**

EXHIBIT F
REQUEST FOR APPEAL

See attached.

