



**North Middlesex & District
Minor Hockey Association (NMDMHA)
CONSTITUTION**



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CONSTITUTION

North Middlesex & District Minor Hockey Association (NMDMHA)

ARTICLE 1 – NAME

This organization shall be known as the **North Middlesex and District Minor Hockey Association**.

Any reference to **NMDMHA** in this Constitution shall mean the **North Middlesex and District Minor Hockey Association**.

ARTICLE 2 – MISSION

"Lead, Develop, and Promote Positive Hockey Experiences."

North Middlesex and District Minor Hockey Association believes:

- In a positive hockey experience for all participants, in a safe and sportsmanlike environment.
 - In the development of life skills that benefit participants throughout their lives.
 - In the values of fair play and sportsmanship, including the development of respect for all people by all participants.
 - Hockey opportunities for all people, regardless of age, gender, colour, race, ethnic origin, religion, sexual orientation, or socio-economic status.
 - In the importance of developing dignity and self-esteem in participants.
 - In instilling honesty and integrity at all times.
 - In the promotion of teamwork, and the belief that what groups and society can achieve together is greater than what individuals can achieve alone.
 - In the country of Canada, its hockey traditions, and the proud representation of this tradition around the world.
 - In the value of hard work, determination, the pursuit of excellence, and success in all activities.
 - In the benefits of personal and physical well-being.
 - Adhering to the Code of Conduct outlined by Hockey Canada, the Ontario Minor Hockey Association, and the NMDMHA Player, Coach, and Parent/Caregiver Code of Conduct agreements
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ARTICLE 3 – AIMS AND OBJECTIVES

1. To foster, promote, and teach the skills of hockey.
 2. To develop, encourage, and model sportsmanship, honesty, integrity, community spirit, and a sense of responsibility within each player toward their teammates and the broader community.
 3. To sponsor and promote athletic, social, and fundraising activities that support the successful operation of the organization.
 4. To provide a wholesome, organized hockey experience for all participants in the Association, including players, coaches, trainers, managers, referees and association officials;
 5. To provide appropriate educational opportunities/courses for its coaches, managers, trainers, referees and Executive Board members to further their development and to assist them in providing a safe learning and playing environments for all participants.
 6. To encourage all participants to conduct themselves fairly under all circumstances and conditions, to give their opponents a fair chance and not to take unfair advantage of them; to win modestly and to receive defeat graciously; give credit to the winning team and be respectful of the referee's decision.
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ARTICLE 4 – MEMBERSHIP AND RESPONSIBILITIES

The general membership of the Association includes parents or legal guardians of registered players, rostered coaching staff, and Executive Board members.

4.1 Rights of Members

Members and players of the NMDMHA have the right to:

- a. A positive, harassment-free environment at all NMDMHA activities, including games, practices, meetings, and events.
- b. Be informed of the financial state of the NMDMHA.
- c. Transparency in decisions made by the Executive Board.
- d. Make inquiries, complaints, requests, or petitions to the Executive Board.
- e. Vote at the Annual Meeting (members only). Members will be allowed one vote per person, subject to a maximum of 1 vote per family

4.2 Responsibilities of Members

Members and players of the NMDMHA are responsible to:

- a. Understand and abide by the Hockey Canada Code of Conduct.
- b. Show respect and courtesy to coaching staff, players, parents/guardians, volunteers, and the Executive Board. This includes refraining from criticism or creating a negative impression of the NMDMHA.
- c. Bring concerns or issues to the coaching staff within 24–48 hours. If unresolved, escalate to the appropriate Executive Board member, following proper protocol.
- d. Show positive support for all participants. Cheer respectfully; negative yelling, arguing, or criticism will not be tolerated and may result in removal from the arena.
- e. Each registration with NMDMHA includes a volunteer bond that must be fulfilled during the season. As per our volunteer bond policy, members are expected to complete the volunteer requirements assigned to their child's age division by the end of the season. If these requirements are not met, the volunteer bond paid at registration will be forfeited. Volunteer opportunities may include assisting the coaching staff, serving on committees, helping at NMDMHA events, and more.
- f. All members are responsible for fulfilling the necessary requirements associated with their role within the association. This includes, but is not limited to, meeting all obligations for parents, guardians, bench staff, and Executive Board members. Required items may include the completion of mandatory courses and certifications, submission of annual background checks by the designated deadline, and the signing of any relevant contracts.

4.3 Responsibilities of Executive Members

- a. Every member of the Executive shall respect the confidentiality of all matters brought before the Executive for consideration. Any matter brought before the Executive is not to be discussed with anyone not on the Executive.
- b. **Conflict of Interest**
 - Any member of the executive connected with any team, or bench member shall declare such connection to the executive at the commencement of the season. Each conflict of interest shall be taken into account when holding special meetings, where those in conflict of interest shall be removed and or not assigned to special duties where the conflict may potentially exist.
 - The executive member will make a good faith effort to make all decisions in the best interest of the association, players, teams, and association volunteers, regardless of friendships or family members.
 - The executive shall, under no circumstances, include executive members, coaches, referees, or anyone else in a vote or final decision where someone could be considered a conflict of interest.
 - If an Executive member is assumed to be in conflict of interest, a vote will be held. To pass the vote, a majority of the vote must agree that the member is an unbiased party to the situation at hand. If the vote does not pass with a majority, the executive member will not be eligible to participate in the final vote and decision, no exceptions.



4.4 Suspension and Expulsion of Membership

a. Suspensions, expulsion and disciplinary measures may be assessed for actions such as;

- infringement of playing rules,
- conduct unbecoming to hockey,
- refusing to accept and obey rulings of the Executive Board
- for disreputable and continued foul play, unsportsmanlike conduct (individually or collectively), on the ice or in any rink where a hockey match is being played or at any meeting or gathering in the interests of the game.

b. Any suspensions or expulsions are subject to the usual appeal routes. However, appeals will not be heard if the suspension or disciplinary action are disregarded. In these circumstances it will be judged that the individual has forfeited their right to appeal and will be dealt with at a higher level

c. The President and the Executive Board have the power, with proper justification, to suspend, expel or discipline any coach, manager, player, trainer or member of the Association connected with any team under NMDMHA jurisdiction.

ARTICLE 5 – GOVERNING AUTHORITY

The authority to govern the NMDMHA is vested in the **Executive Board**, which is responsible for the formation, operation, and oversight of all NMDMHA activities and representative teams.

The Executive Board are expressly empowered as follows:

- To purchase, lease, sell, exchange or otherwise acquire or dispose of any property and equipment necessary to the conduct of the Association's activities, or any team operated by it.
- To pass, amend and enforce any rules, regulations and procedures which the Executive Board deem necessary from time to time for the orderly and efficient and sportsmanlike conduct of the affairs of the Association and any teams operated by it.
- To discipline, remove or suspend any coach, manager, trainer, parent, player or referee or other official connected with the Association or any of its activities.
- To establish and appoint such committees or individuals as the Board may deem necessary from time to time, subject to such restrictions as are determined by the Board Members, and to delegate any of the Board's responsibilities for an aspect of the Association's operations to such committee.
- To retain all-financial records should be maintained for a maximum period of seven years. All minutes of meetings should be retained for twenty years.



ARTICLE 6 – EXECUTIVE BOARD

6.1 a Required Executive Board Positions (Elected):

1. President
2. Vice-President
3. Registrar
4. Secretary
5. Treasurer

6.1 b Additional Possible Positions (Elected):

6. Coaching & Player Development Coordinator
7. Ice Scheduler and Communications Coordinator
8. OMHA Representative
9. Lambton Middlesex Local League Representative
10. Ontario Women's Hockey Association (OWHA) Representative
11. Equipment/Bars & Plaques/Team Photos Manager
12. Tournament Chairperson
13. Fundraising & Events Coordinator
14. U5/U7 Coordinator
15. Volunteer Coordinator
16. Communications, Social Media & Marketing Coordinator

6.1 c Additional Possible Support Positions (Elected):

17. Co-Tournament Chairperson
18. Conflict and Ethics Resolution Coordinator

6.2 Executive Board members shall be elected by the general membership at the **Annual Meeting** (AM). Nominations for roles may be submitted at the AM or during the early nomination period. The current role of the Executive Board is to search and present nominations for upcoming nominations for the president and vice president position.

6.3 The **Past-President** shall serve as an advisor to the Executive Board for one year without voting privileges.

6.4 Executive Board positions are held for **two-year terms** and are renewable through re-election at the AM. To ensure continuity, terms should be **staggered**, with approximately half the Board up for re-election each year. The Executive Board Election Committee will post which positions are open and the election order in advance of the AM.

6.5 A Member of the Board may resign their position by submitting a letter of resignation to the President of the Association. The Executive Board may appoint a temporary replacement until the next AM. Vacant positions due to early resignation will be filled at the AM for the remainder of the original term.

6.6 All Executive Board members must:

- Fulfill their position's responsibilities.
- Attend a minimum of 35% for non-voting members and 50% for voting members of executive board meetings through each season of their 2 terms.
- Maintain proper records of duties and procedures.
- Pass these records to the Board at the end of their term.
- Failure to meet these requirements may result in dismissal, loss of Executive Board members payment, and forfeiture of volunteer credits associated with the role.



- Respect the confidentiality of matters brought before the Board.
- Not use their position on the hockey board to promote personal interests or business for financial or personal gain.
- Additional Possible Support Positions will be elected and will only receive volunteer credits for their portion and attend meetings when requested.

6.7 All Executive Board members are expected to contribute to the development of the NMDMHA annual operating budget and will be responsible for setting registration and all other fees annually.

6.8 DUTIES OF THE EXECUTIVE BOARD:

RISK AND SAFETY MANAGEMENT

Risk and Safety Management is the process by which the NMDMHA identifies, assesses, controls and minimizes the risk of injury or financial loss arising from its activities. It is the process by which the association reviews its activities, programs and operating procedures to identify, understand and insure against everyday risks confronted in operating an organized hockey program. As such:

a) The NMDMHA will:

- I. Identify the risks connected with an activity (e.g. all ice times, dressing rooms, arena parking lots, travel, etc);
- II. Assess the relative significance of all on-ice and off-ice risks;
- III. Eliminate or minimize identified risks;
- IV. Provide protection against unavoidable risks

b) NMDMHA considers any form of abuse or neglect, whether emotional, physical, verbal, mental or sexual, unacceptable. The Association is committed to keeping its players and participants safe from abuse and neglect.

PRESIDENT

Shall, when present, preside at all meetings according to rules of order and vote only to break a tie. They shall perform all duties usual to the office, including but not limited to co-signing cheques, preparing and distributing a written annual report for the AM, and collaborating with the Executive Board Election Committee to determine AM agenda items and election order. The President shall oversee the Vice-President, Registrar, Secretary, Treasurer, Coaching & Player Development Coordinator, Ice Scheduler and Communications Coordinator, OMHA Representative, Lambton Middlesex Local League Representative, OWHA Representative, Equipment/Bars & Plaques/Team Photos Manager, Tournament Chairperson, Fundraising Coordinator, U5/U7 Coordinator, Volunteer Coordinator, Ethics & Conflict Resolution, and Communications/Social Media/Marketing Coordinator. Term: 2 years. Voting Position.

VICE-PRESIDENT

Shall assume the duties and powers of the President in the absence or the inability of the President and provide assistance as needed. Including but not limited to, the Vice-President shall have co-signing authority and oversee the U5/U7 Coordinator, Equipment Manager, Tournament Chairperson, Fundraising Coordinator, Communications Coordinator, and Coaching Coordinator. They will also serve on the Coaches Selection Committee. Term: 2 years. Voting Position.

REGISTRAR

Responsible for all registration activities, including but not limited to organizing sessions, collecting fees, submitting funds to the Treasurer, providing registration summaries, and registering players throughout the season. They are to collect sponsorship confirmations as indicated on registration forms. Term: 2 years. Voting Position.

SECRETARY



Shall record and distribute minutes for all general and administrative meetings. Including but not limited to, ensuring copies are accessible online, co-signing cheques, and issuing meeting notices (3 weeks' notice recommended). Term: 2 years. Voting Position.

TREASURER

Responsible for managing all NMDMHA funds, including but not limited to: co-signing authority, depositing cheques and cash at Mainstreet Credit Union, issuing cheques for expenses, and fulfilling other financial duties as required. This role also involves coordinating with the bookkeeper, managing sub-accounts, tracking sponsorship income, maintaining records of all e-transfers, and presenting financial reports at Executive Board meetings and the Annual Meeting (AM). Additionally, the position oversees biennial financial reviews conducted by an external party. Term: 2 years. Voting Position.

COACHING/PLAYER DEVELOPMENT COORDINATOR

Responsible for recruiting and training coaches and bench staff, including but not limited to creating job descriptions, evaluating coaches, maintaining records, organizing training, ensuring certifications and CRCs, facilitating communication, exceeding OMHA training requirements, leading or supporting with player evaluations, team selections and coaching committee, and coordinating player development sessions (e.g., power skating, goalie clinics, body checking clinics). Sits on the Coaches Selection Committee. Term: 2 years. Non-Voting Position.

ICE SCHEDULER & COMMUNICATIONS COORDINATOR

Responsible for scheduling all NMDMHA ice times, including tracking, fair redistribution, invoice review, and ensuring accuracy. This role also involves submitting ice requests to the Municipality each year and working closely with municipal and arena staff. The Communications Coordinator manages the association's website and distributes news updates in regard to ice times and aid to the Communications/Social Media/Marketing Coordinator. Term: 2 years. Voting Position.

ONTARIO WOMEN'S HOCKEY ASSOCIATION (OWHA) REPRESENTATIVE

Act as a liaison with the OWHA and alternate league representatives. Responsible for but not limited to OWHA player registration, OWHA team and coach rostering through RAMP, securing team rosters, AP lists, and other documentation, leading or supporting with player evaluations and team selections, reporting relevant OWHA information to the Executive Board and coaching staff. Responsible for requiring Criminal References check from all executives and bench staff.
Term: 2 years. Voting Position.

ONTARIO MINOR HOCKEY ASSOCIATION (OMHA) REPRESENTATIVE

Act as a liaison with the OMHA and shall be responsible for all contact with them on behalf of the Association and for reporting all pertinent OMHA information to the Executive Board and Coaching Staff of NMDMHA teams. They shall be responsible for obtaining OMHA rosters, Affiliated Player lists, and other OMHA documentation as required for all OMHA teams. Responsible for requiring Criminal References check from all executives and bench staff. Term: 2 years. Voting Position.

LAMBTON MIDDLESEX LOCAL LEAGUE (LMHL) REPRESENTATIVE

Acts as the liaison with the LMHL, including but not limited to attending meetings, assisting board members related to this position, leading and helping NMDMHA Local League head coaches and their bench staff, sharing information with teams, leading or supporting with player evaluations and team selections, assisting with schedules, and notifying teams of regular season, playoff, and All-Star games. Term: 2 years. Voting Position.

EQUIPMENT MANAGER/BARS & PLAQUES/TEAM PHOTOS MANAGER

Responsible for the purchase, maintenance, and distribution of all equipment, including but not limited to Spirit Wear coordination, enforcing official team colours, ordering player/team awards, and organizing photography sessions. Equipment purchases over \$1000 require Executive Board approval. Term: 2 years. Voting Position.



TOURNAMENT CHAIRPERSON/CO-CHAIRPERSON

These two positions work collaboratively to coordinate all NMDMHA tournaments, including, but not limited to, registration, rules and regulations, coach communication, volunteer recruitment and coordination, and all Silver Stick requirements.

This is a two-year term structured as follows:

Year One – Co-Tournament Chairperson The individual will support and learn from the current Tournament Chairperson. Responsibilities include assisting with all tournament operations and gaining a full understanding of the role. During this year, the Co-Chairperson will receive volunteer credits but will remain a non-voting member.

Year Two – Tournament Chairperson The individual will assume the lead role, overseeing all NMDMHA tournaments. Responsibilities include full coordination of tournaments, ensuring compliance with rules, managing volunteers, and handling all Silver Stick requirements, including attendance at the Silver Stick AM (as required, typically every two years).

Term: 2 years. Non-Voting Position. New Co-Chairperson will be elected annually at the AM

FUNDRAISING/EVENT COORDINATOR

Responsible for coordinating all fundraising activities and events. Duties include maintaining accurate financial records, supporting teams with fundraising efforts, overseeing all aspects of cash calendar initiatives, and reporting regularly to the Executive Board. Beginning in the 2026/2027 season, this role will also lead the Sponsorship and Community Events Committees. Term: 2 years. Non-Voting Position.

U5 & U7 DEVELOPMENT COORDINATOR

Organizes all U5/U7 programming per OMHA guidelines, including but not limited to coordinating Preschool (Timbits) Programs, forming IP/Tyke teams, communicating with league conveners, and ensuring roster compliance. Sits on the Coaches Selection Committee. Term: 2 years. Non-Voting Position.

VOLUNTEER COORDINATOR

Responsible for managing all volunteer coordination efforts. Duties include, but are not limited to: tracking volunteer hours, ensuring all required paperwork is completed and submitted, supporting documentation needs for the Board, teams, and municipality, acting as the primary liaison between teams and the municipality for in-arena fundraising activities (including Goal Post), and coordinating volunteer scheduling.

Term: 2 years. Non-Voting Position.

ETHICS & CONFLICT RESOLUTION COORDINATOR

Promotes integrity and conflict resolution, including but not limited to implementing ethical standards, mediating disputes, conducting training, enforcing conduct policies, and maintaining a positive association environment. Term: 2 years. Non-Voting Position.

COMMUNICATIONS/SOCIAL MEDIA/MARKETING COORDINATOR

Manages online presence, including but not limited to creating engaging content, monitoring communications, coordinating promotions, measuring engagement, supporting event promotions, ensuring all sponsorship is recognized in regards to sponsorship contracts, and leading marketing campaigns to boost visibility and participation. Providing all communications for NMDMHA and helping at events. Term: 2 years. Non-Voting Position.



6.9 EXECUTIVE BOARD COMMITTEES

6.9.a Appointments to standing committees are subject to the approval of the Executive Board.

6.9.b Executive Board Election Committee

- The Executive Board shall appoint an Election Committee consisting of three individuals. This committee will solicit, review, and post nominations for each available administrative position to be voted on at the Annual Meeting (AM).
- Nominations may be submitted to the committee by any member of the association and can be accessed online, on NMDMHA bulletin boards, or directly from committee members. Nominations will also be accepted from the floor during the AM.
- The President, in collaboration with the Executive Board Election Committee, will determine the agenda items and election order for the AM.

6.9.c Coaches Selection Committee

- The coach's selection committee must consist of no more than 5 individuals, and must include the Coaching Coordinator and VP. The selection committee members must be approved by the executive.
- Any committee member applying for a coaching position must declare a conflict of interest and shall not participate in discussions or voting for that position.
- Coach applicants with prior experience within NMDMHA will be reviewed using coaching evaluations and surveys from previous seasons.
- If only one person applies for a coaching position, they are not automatically awarded the role. The Executive Board must vote to approve the candidate.
- Final approval of all coaches and team managers rests with the Executive Board.

ARTICLE 7 – EXECUTIVE BOARD MEETINGS

7.1 Meeting Frequency and Notice

The Executive Board shall meet monthly or as needed on a mutually agreeable date. The Secretary should provide at least three (3) weeks' notice prior to any scheduled meeting.

7.2 Attendance and Accountability

Executive Board members must inform the Secretary if they are unable to attend a meeting. Any member missing three (3) meetings without valid reason may be subject to review by the Executive Board.

7.3 Quorum and Voting

A quorum of at least 50% of Executive Board members is required for any vote to take place. Most decisions shall be made by a majority vote unless specified otherwise.

7.4 Meeting Requests

7.4 a. The President must call a meeting upon request by either five (5) Executive Board members or 50% of the Board, whichever is less.

7.4 b. General members may attend Executive Board meetings by providing prior notice to the President. They must attend at the start of the meeting to present their specific topic.

7.5 Presiding and Rules of Order



Meetings shall be presided over by the President and conducted using Robert's Rules of Order. All members have equal rights to speak and participate, and personal remarks during discussion shall be discouraged.

7.6 Motions Procedure

A main motion must be moved, seconded, and stated by the chair before being discussed. Only one motion may be discussed at a time. If no seconder is present, the motion will not proceed.

7.7 Conflict of Interest

Executive Board members must declare any conflict of interest and recuse themselves from related votes.

7.8 Meeting Structure

Meetings should follow a standard agenda including: call to order, attendance, approval of minutes, reports, unfinished business, and new business.

ARTICLE 8 – Annual Meeting

8.1 The Annual Meeting shall be held on a convenient date in March, April, or May of the current season.

8.2 General Membership meetings may be called by the President as deemed necessary throughout the year.

8.3 Sufficient notice of a pending AM, along with the proposed agenda, shall be provided to the General Membership. A 30-day notice period is recommended. The President, together with the Executive Board Election Committee, will determine the agenda items and election order for the AM.

8.4 The President shall present a written report to the General Membership summarizing the activities and achievements of NMDMHA from the previous year.

8.5 The usual business to be conducted at the AM shall be:

- I. Call to order;
- II. Adoption of Minutes of previous AM and any Special General Meeting(s) held since the last AM;
- III. Business arising from the Minutes;
- IV. President's Report; V. Treasurer's Report;
- VI. Amendments to Constitution, By-Laws, Rules & regulations;
- VII. Nomination and Election of Executive Board and other leadership positions;
- VIII. New Business; IX. Adjournment

ARTICLE 9 – ELECTION OF EXECUTIVE BOARD AT THE Annual Meeting (AM)

9.1 The Executive Board of the NMDMHA shall be elected by the General Membership at the Annual Meeting.

9.2 NOMINATION OF OFFICERS

9.2 a The Nominating Committee shall consist of a Chairperson and two Scrutineers appointed by the Executive Board President.

9.2 b Nomination forms shall be made available online and at the AM. Each form must include the nominee's name and signature, the nominator and seconder's names and signatures, and the position being applied for.

9.2 c The Chairperson shall read all submitted nomination ballots before accepting additional nominations from the floor. Once nominations for each available position are closed, the Chairperson shall re-read the nominees' names in reverse order of submission.

9.2 d All voting shall be conducted by secret ballot, and only General Membership present at the AM may vote.



9.2 e Proxies will not be permitted. Members must be present in person in order to exercise their voting rights in relation to matters coming before an additional General Meeting or an Annual Meeting of the Membership.

ARTICLE 10 – FINANCIAL POLICY

10.1 The Executive Board shall oversee all financial matters of the Association.

10.2 The Executive Board shall ensure that expenditures are managed in a way that no team or individual receives an unfair advantage over others within the Association.

10.3 NMDMHA fundraising fees shall be determined by the Executive Board. The Fundraising Coordinator must provide accurate financial records and statements for all fundraising events to the Treasurer, Executive Board, and membership.

10.4 Individual teams may conduct fundraising activities provided:

- The activities do not conflict with other team or Association-wide fundraising.
- Funds are used to support tournament entry fees, year-end awards, clothing, gifts, or team events.
- Fundraisers such as community dances are not permitted.
- Teams must submit a Fundraising Request Form and follow the NMDMHA Team Fundraising Policy.
- Teams **may not** use the NMDMHA logo for fundraising purposes (e.g., selling merchandise with the logo).
- Failure to follow this policy may result in a review of the team's fundraising privileges.

10.5 All individual team fundraising must be accurately documented, available for review upon request, and reported to the Fundraising Coordinator and Executive Board by the end of the season.

10.6 Sponsorship fees shall be set annually by the Executive Board and coordinated by the Registrar.

10.7 The Treasurer shall record all financial transactions and hold co-signing authority.

10.8 The Treasurer shall provide a written financial report (including a Balance Sheet and Profit & Loss Budget Performance Report) at each Executive Board meeting for approval. These reports shall be made accessible to the membership. An annual summary shall also be prepared and distributed at the AM.

10.9 The Treasurer shall have the financial records reviewed by an external party at least once every two years.

10.10 Registration fees for the upcoming season shall be set by the current Executive Board prior to the AM.

10.11 All registration fees, including post-dated cheques, must be paid in full by the 1st of September or the date chosen by the executive board for the season. Players with outstanding fees will not be permitted to play until full payment is received.

Cancellation Fees for Registration or Injury (medical proof required):

- Before Sept. 15th: 15% of registration fee retained
- Before Oct. 1st: 35% retained
- Before Nov. 1st: 60% retained
- Before Dec. 1st: 85% retained
- After Dec. 31st: 100% retained (no refund)

ARTICLE 11 – TEAM SELECTION



11.1 a Selection of NMDMHA OMHA and OWHA teams shall occur after a minimum of two ice times that could consist of either tryout practices and/or exhibition games. This try-out period allows the selection committee and coach to determine final rosters. Extensions to this period may only occur with the approval of the NMDMHA Executive Board.

11.1 b Selection of exceptional status players will be evaluated on a case-by-case basis each season, with a maximum of three allowed per rostered team. The executive board will vote on any player(s) recommended by a head coach or lead evaluator.

11.2 Team Rosters

11.2 a The number of players on any NMDMHA OMHA and OWHA team rosters shall be determined by the Coaching Committee and approved by the Executive Board. As a result, roster sizes may vary from team to team.

11.2 b If any age division can support two or more teams, the Executive Board and the respective team coaches will create balanced team rosters or whatever the current recommendations are from Ontario Minor Hockey Association or Ontario Hockey Foundation.

11.3 NMDMHA reserves the right to refuse registration when necessary.

ARTICLE 12 – PLAYING RULES

12.1 The official playing rules of the Ontario Minor Hockey Association (OMHA), the Canadian Amateur Hockey Association (CAHA), the Ontario Women's Hockey Association (OWHA), the Western Ontario Girls Hockey League (WOGHL), and the Lambton Middlesex Local League (LMLL) shall govern NMDMHA play.

12.2 Coaches are responsible for ensuring all players receive fair ice time during regular season and exhibition games.

12.3 Coaches are accountable for the conduct of their players and coaching staff, including behaviour in the dressing room, on the ice, and at all tournaments and away games. Players must be supervised at all times.

12.4 Smoking, consumption of alcoholic beverages, or use of illicit drugs is strictly prohibited in dressing rooms, on the bench, or in the penalty box. Any player or team official exhibiting signs of alcohol or drug use will not be allowed to participate and may face disciplinary action.

12.5 All mandatory equipment must be worn in accordance with OMHA & OWHA regulations.

12.6 Equipment must be properly worn at all times on the ice, including practices. Players who fail to comply may be subject to game suspensions. Coaches are responsible for ensuring no player is on the ice without full protective equipment.

12.7 Playoff games will take priority for ice time scheduling.

12.8 For insurance purposes, only individuals rostered with NMDMHA (i.e., players and team staff) are permitted on MDMA-contracted ice. All coaching staff must have required certifications by the deadline date determined each season.

12.9 Players from other NMDMHA teams may only participate in another team's practice if invited by that team's coach and if wearing all required equipment.

12.10 Affiliated Players (APs) are permitted to attend all practices of the team that they have been rostered to as an AP. In the event of a scheduling conflict, the player's primary team takes precedence.

ARTICLE 13 – DISPUTES AND MISCONDUCTS



13.1 NMDMHA promotes a self-directed conflict resolution approach, focusing on positive outcomes and respectful communication. All players, coaches, and team officials have the right to address the Executive if they feel they are being mistreated. However, a fee of \$100.00 must accompany each protest or appeal. The Executive Board, at its discretion, may refund such fee, should they rule in favour of the protester/appellant.

13.2 The Executive Board holds the authority to reprimand any player, coach, or member whose conduct is deemed detrimental to the Association. Consequences may include warnings (verbal or written), reassignment of duties, probation, or termination. Previous season Code of Conduct issues may be considered in decision-making.

13.3 Coaches or team managers may reprimand players for misconduct, including temporary suspension with approval of The Executive Board. Previous season Code of Conduct issues may be considered in decision-making.

13.3 a A player may be temporarily suspended pending a hearing with the Executive Board.

13.4 Conflict Between Parents/Players and Coaching Staff

13.4 a If the issue cannot be resolved through direct communication, it shall be referred to the Ethics & Conflict Resolution Coordinator, who will act as a neutral third-party. If the issue remains unresolved, the Ethics & Conflict Resolution Coordinator will refer the matter to the Executive Board for a final decision.

13.5 Conflict Within Coaching Staff

13.5 a Unresolved issues within the coaching staff should be forwarded to the Coaching/Player Development Coordinator. If the matter persists, the Coaching Coordinator will inform the Executive Board for further action.

13.6 In cases of misconduct among coaching staff, depending on severity, actions may range from a warning to immediate removal. Decisions will be made by the President, Vice President, and Coaching/Player Development Coordinator, with the Ethics & Conflict Resolution Coordinator involved as needed. Previous season Code of Conduct issues may be considered in decision-making.

13.7 In cases of misconduct involving players, depending on severity, actions may include a warning or removal. These decisions will be made by the President, Vice President, and Coaching/Player Development Coordinator, with input from the Ethics & Conflict Resolution Coordinator as needed. Previous Code of Conduct issues may also be considered.

ARTICLE 14 – SOCIAL MEDIA, ONLINE DIGITAL, PRINT AND NETWORKING POLICY

14a. This policy governs public communications via internet platforms including, but not limited to, business or personal websites, Google or any online search engine, Twitter (X), Facebook, Snapchat, Instagram, LinkedIn, and other online social networking mediums, as well as other forms of electronic communication.

This policy applies to **all members** of the North Middlesex & District Minor Hockey Association (NMDMHA), including:

- Board Members
- Coaches and Bench Staff
- Teams and Team Officials
- On-Ice and Off-Ice Officials
- Players
- Parents, Guardians, Family Members, and Supporters

NMDMHA recognizes the importance and value of social media in communication and networking, but also acknowledges the potential risks. This policy is intended to ensure all members should assume they are representing NMDMHA when using any online or print presence, social or digital media and must act accordingly.

14b. SOCIAL MEDIA GUIDELINES FOR NMDMHA PLATFORMS

To ensure consistency, professionalism, and inclusivity, the following rules apply to all NMDMHA-managed social media platforms:

- Promotions:



- Only promote events or businesses that directly support NMDMHA through services, fundraisers, discounts, or community sponsorships.
- Personal or unrelated business promotion is not permitted.
- Team fundraisers are not permitted. Each team must promote their own within NMDMHA guidelines.
- Legal Compliance:
 - Follow all Canadian laws, including CASL and privacy regulations.
 - Never share personal information (like player photos or names) without proper consent.
- Equality & Respect:
 - All posts must reflect NMDMHA's commitment to equality and inclusion across all platforms.
 - Content must be respectful, appropriate, and represent the positive values of our hockey community. Only authorized individuals may post on behalf of NMDMHA.

14c. SOCIAL MEDIA GUIDELINES

- a) NMDMHA holds all members to the same standards online as it does with traditional media (radio, TV, print).
- b) Inappropriate comments that harm the reputation of a team, the association, or an individual are not tolerated.
- c) Social media content is public and permanent. All content may be viewed by other members, partners, the media, and the public.
- d) Use good judgment—pause before you post. Once posted, content cannot be retracted. You are solely responsible for your actions.
- e) If you are asked to participate in an online activity because of your association with NMDMHA, it is recommended you seek approval from the team or association before doing so.

14d. SOCIAL MEDIA VIOLATIONS

The following are examples of violations subject to disciplinary action:

- a) Publicly criticizing association officials, teams, or individuals.
- b) Sharing confidential information, including:
 - Player injuries
 - Roster decisions or movement
 - Game strategies
 - Any other sensitive matters
- c) Negative or derogatory comments about NMDMHA programs, teams, leagues, players, or members.
- d) Bullying, harassment, threats, or intimidation of players, officials, or others.
- e) Posting images or content promoting:
 - Drug or alcohol abuse
 - Criminal activity
 - Hazing
 - Sexual misconduct
- f) Any online behaviour that contradicts NMDMHA policies or the policies of its governing associations.
- g) Use of discriminatory, racist, sexist, derogatory or hate language.
- h) Spreading misinformation or intentionally alarming others.

14e. DISCIPLINE



Reported violations of this policy will be reviewed and investigated by the NMDMHA Executive or its appointed committee. If a violation is confirmed, the individual(s) involved may face disciplinary action in accordance with the NMDMHA Code of Conduct.

ARTICLE 15 – Dissolution or Amalgamation

15.1 Upon the dissolution of the NMDMHA, which may only occur by a vote at the Annual Meeting (“AM”), the remaining funds of the Association, if any, shall be divided equally among the remaining minor sports teams in the Village of Parkhill.

15.2 The Executive may, by a motion passed at a Meeting, propose the amalgamation of the NMDMHA with an OMHA affiliated neighbouring centre at the AM or at a Special Meeting called specifically for this purpose.

15.3 Notwithstanding any legal requirement, in the event of the NMDMHA amalgamating with another centre, any funds, equipment, equity and liabilities shall become the property and responsibility of the new amalgamated centre.

ARTICLE 16 – CONSTITUTION AMENDMENTS

The NMDMHA Constitution may be amended at:

- The **Annual Meeting (AM)**
- A **Special Membership Meeting**

Provided that:

- Written notice of the proposed amendment(s) has been given to the membership in advance.
- The amendment is approved by a **two-thirds (2/3) majority vote** of the eligible voting members in attendance.

Once passed, the amendment shall become an official part of the NMDMHA Constitution.

Submitted By:

Dustin Bayliss, NMDMHA President

March 23rd, 2026

Approved By NMDMHA Membership:

TBD