

BULLDOGS HC, LLC

Club Policies, Safety & Participation Manual

Comprehensive consolidated policy document for Bulldogs Hockey Club operations, teams, camps, clinics, travel, conduct, safety, registration and participation.

Effective Date	April 17, 2026
Entity	Bulldogs HC, LLC
Applies To	All players, parents/guardians, coaches, team managers, volunteers, board members, staff, contractors, and adult participants involved in Bulldogs programs or events
Supersedes	Prior standalone club policy sheets, registration terms, liability releases, and supplemental conduct policies, unless expressly preserved in a written club addendum

This manual is intended to create one readable, current operating document for Bulldogs HC, LLC. Annual fee schedules, team supplements, travel notices, roster notices, registration terms, and facility rules may add operational detail, but they may not reduce the minimum safety, conduct, or compliance standards in this manual unless approved in writing by the Club.

Document Control & Contents

Primary Purpose	To establish uniform policies governing Bulldogs HC, LLC team operations, participant conduct, player safety, team selection, travel, registration, financial terms, and related acknowledgments.
Governing Authority	Bulldogs HC, LLC; applicable USA Hockey, AHAI, league, tournament, and facility rules; the U.S. Center for SafeSport Code and applicable Minor Athlete Abuse Prevention Policies; and applicable Illinois law.
Administration	This manual may be interpreted, administered, and amended by Bulldogs HC, LLC through its President, Executive Committee, Board, or other authorized club leadership. The Club may impose stricter standards than those of a league or tournament when participant safety, club integrity, or operational necessity so requires.

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1. Purpose, Scope & Interpretation

1.1 Purpose

These policies are adopted to promote a safe, respectful, development-focused, and professionally administered youth hockey environment through Bulldogs HC. Bulldogs HC's goals include player development, competitive team play, sportsmanship, sound governance, clear operational expectations, and the physical, mental, and emotional well-being of participants.

1.2 Scope

This manual applies to all Bulldogs HC programs and activities, including season teams, camps, clinics, skills sessions, tournament teams, travel, tryouts, Bulldogs HC events, Bulldogs HC communications, and any activity that is partially or fully under Bulldogs HC's direction, supervision, sponsorship, or control.

1.3 Governing Rules

Bulldogs HC participants must comply with this manual, all written team rules, all applicable USA Hockey, AHAI, league, tournament, and facility requirements, and all applicable SafeSport standards. When more than one rule applies, the stricter safety or conduct standard controls unless Bulldogs HC states otherwise in writing.

1.4 Interpretation and Reservation of Rights

This manual is intended to guide Bulldogs HC operations and conduct expectations. It does not create a guarantee of roster placement, playing time, league placement, coaching assignment, travel opportunity, or refund rights beyond those expressly stated here or in a season-specific written fee schedule. Bulldogs HC reserves the right to interpret, apply, amend, supplement, or waive provisions of this manual when Bulldogs HC determines such action is necessary, appropriate, or in the best interests of safety, fairness, compliance, or Bulldogs HC operations.

1.5 Defined Terms

Bulldogs HC	Bulldogs HC and any Bulldogs HC team, program, activity, official, or authorized representative acting within the scope of Bulldogs HC business.
Participant	Any player, parent, guardian, coach, team manager, volunteer, staff member, board member, contractor, monitor, or adult involved in Bulldogs HC activities.
Adult Participant	Any person age 18 or older who has regular contact with, authority over, or supervisory responsibility relating to minor athletes in Bulldogs HC activities.
Minor Athlete	Any participant under age 18 involved in a Bulldogs HC activity.

Team Official	A coach, assistant coach, team manager, locker-room monitor, trainer, or other authorized adult assigned to a team.
Program	Any Bulldogs HC team, camp, clinic, skills session, tournament team, travel event, or other organized hockey activity.

2. Mission, Vision, Values & Participant Expectations

2.1 Mission Statement

Bulldogs HC is committed to developing exceptional hockey players and even stronger people. Through elite training, disciplined teamwork, and a culture built on integrity, character, and competition, Bulldogs HC prepares young athletes to succeed on the ice, in the classroom, and in life.

2.2 Vision Statement

Bulldogs HC aspires to be a leading youth hockey organization recognized for developing skilled, disciplined, and character-driven athletes. Bulldogs HC envisions a program where excellence is pursued every day, teamwork is valued above self, and players are prepared to compete at the highest levels of hockey while growing into confident, responsible leaders in their communities and beyond.

2.3 Core Values

Bulldogs HC expects all participants to uphold the following core values in every Bulldogs HC activity: integrity, commitment, effort, loyalty, and pride.

2.4 Team-First Standard

Bulldogs HC is a team-centered organization. Players are expected to work, compete, and behave in a manner that puts team development, discipline, and respect ahead of individual ego, social media attention, or sideline distraction.

2.5 Development and Enjoyment

Winning matters, but not at the expense of safety, character, or long-term development. Bulldogs HC expects participants to compete hard, respect the game, respect opponents, and contribute to an environment in which players can improve, enjoy the sport, and represent Bulldogs HC with honor.

2.6 Representing Bulldogs HC

Participants represent Bulldogs HC on the ice, in locker rooms, in parking lots, in hotels, online, and in all public settings connected to Bulldogs HC activities. Bulldogs HC standards apply in each of those settings.

3. Team Selection & Roster Placement

3.1 Selection Criteria

Roster decisions are made using multiple factors, including skating, hockey skill, work ethic, attitude and coachability, hockey sense, competitiveness, positional balance, character, and overall team needs. Prior performance may be considered, but improvement, current form, and team fit are equally important.

3.2 Evaluation Process

Whenever reasonably practical, players will be evaluated by multiple qualified evaluators rather than a single decision-maker. Bulldogs HC may use head coaches, age-level directors, neutral evaluators, and/or other designated Bulldogs HC personnel in the selection process.

3.3 Team Needs and Roster Construction

A team is not required to consist simply of the highest-ranked individual skaters. Positional needs, handedness, goaltending balance, special-teams requirements, leadership profile, attitude, and the ability of players to function together as a team may all be considered in final placement decisions.

3.4 Conduct During the Selection Process

Disruptive, disrespectful, threatening, manipulative, or otherwise high-maintenance behavior by a player, parent, or guardian may be considered in roster decisions where such behavior reasonably affects Bulldogs HC's ability to operate safely and effectively.

3.5 Post-Tryout No-Contact Period

There is a seventy-two (72) hour no-contact period after tryouts conclude and final placements are posted. During that period, parents, guardians, and players may not contact coaches, evaluators, or Bulldogs HC officials to challenge or debate team placement. After that period, any permitted inquiry must be respectful and limited to player-development feedback.

3.6 Posting and Acceptance of Teams

Team placement becomes effective when posted or communicated by Bulldogs HC. Bulldogs HC may impose deadlines for acceptance, deposits, registration completion, USA Hockey registration, or other administrative steps necessary to hold the roster spot.

4. Eligibility, Rostering & Participation Limits

4.1 General Eligibility

All players must satisfy applicable age classification, registration, residency, roster, release, transfer, import, and eligibility rules established by Bulldogs HC, USA Hockey, AHAI, the applicable league, and any governing tournament body.

4.2 Returning After Playing Elsewhere

To the fullest extent permitted by applicable governing rules, a player who voluntarily leaves Bulldogs HC for another Tier II organization and later seeks to return to Bulldogs HC may be required to complete an appeal or reinstatement process before becoming eligible for a Bulldogs HC travel roster. Bulldogs HC may recognize exceptions where the player was not offered a Bulldogs HC roster, played at a different competitive level, was released consistent with governing rules, or otherwise presents circumstances Bulldogs HC deems appropriate.

4.3 Playing Up; Double Rostering

As a general rule, Bulldogs HC does not permit players to play up an age classification or double roster on multiple Bulldogs HC teams unless expressly approved in writing by Bulldogs HC and permitted by USA Hockey, AHAI, and league rules. Any authorized exception may be conditioned on attendance, priority, scheduling, or other written restrictions. Where governing rules permit girls to double roster, such participation remains subject to written Bulldogs HC approval and any declared priority team requirements.

4.4 Outside Team Participation

Once a player accepts a Bulldogs HC roster or is officially rostered to a Bulldogs HC team, the player may not participate on another team in conflict with Bulldogs HC obligations except as allowed by governing rules and approved in writing by Bulldogs HC. This includes substitute appearances, tournament participation, unsanctioned events, and outside commitments that materially interfere with Bulldogs HC practices, games, or travel.

4.5 Ineligible Participation

No person who is suspended, barred, or otherwise ineligible under the authority of the U.S. Center for SafeSport, USA Hockey, AHAI, an applicable league, or Bulldogs HC may participate in a Bulldogs HC activity while such restriction remains in effect.

5. Commitment, Attendance & Scheduling

5.1 Required Attendance

Players are expected to attend all scheduled practices, games, skills sessions, meetings, team functions, and travel-related obligations for which they are selected or rostered. Hockey is a team sport, and absences affect the development and experience of the full team.

5.2 Excused Absences

Excused absences ordinarily include illness or injury, school obligations, religious observances, family emergencies, and other circumstances approved in advance by the head coach and/or team manager. Planned absences must be communicated as early as reasonably possible. An absence not timely communicated may be treated as unexcused.

5.3 Optional Events Triggered by Late Scheduling Changes

If Bulldogs HC adds or materially reschedules a practice, scrimmage, or comparable non-league event on less than forty-eight (48) hours' notice, the event may be designated optional. League games, playoff games, state tournament games, and other mandatory competitions are not made optional solely because of short notice.

5.4 Holiday and Weekend Availability

Players and families should expect that Bulldogs HC participation may require availability on weekends and holiday weekends during the season, including Thanksgiving, Martin Luther King Jr. weekend, Presidents Day weekend, and other league or tournament dates.

5.5 Consequences for Unexcused Absences

Head coaches are responsible for consistent enforcement of attendance expectations. Depending on the frequency and circumstances of unexcused absences, discipline may include reduced playing time, a period-sit, a game suspension, loss of travel privileges, roster review, or additional discipline under Section 13. When roster shortages would materially disadvantage the team, the coach may defer discipline to a later date with notice to Bulldogs HC.

5.6 Player Responsibility While Injured

Unless excused by Bulldogs HC, injured players are expected to remain engaged with the team through meetings, rehabilitation, observation, and reasonable team-support duties as directed by the coach or Bulldogs HC.

6. Travel, Tournaments, Transportation & Lodging

6.1 Scope of Travel Policy

This section applies to all Bulldogs HC-directed travel, including day travel, overnight trips, tournaments, league travel, showcases, exhibitions, and any travel or lodging coordinated, required, reimbursed, or organized by Bulldogs HC.

6.2 Overnight Trips

An overnight trip is any Bulldogs HC activity requiring or reasonably expected to require lodging away from home. Players selected for teams that travel must be available for the travel obligations customarily associated with that team level, subject to approved absences.

6.3 Stay-to-Play and Bulldogs HC Hotel Policies

When a tournament or Bulldogs HC requires use of designated hotels, families must comply unless Bulldogs HC grants a written exemption, such as a local-player exception or comparable circumstance.

6.4 Transportation of Minor Athletes

Adult Participants should not provide one-on-one transportation to a Minor Athlete unless the arrangement is permitted by governing SafeSport standards, approved by Bulldogs HC where required, and authorized in writing by the parent or legal guardian in advance, except in genuine emergencies. Whenever feasible, transportation should be observable and interruptible and should avoid isolated one-on-one circumstances.

6.5 Lodging; Room Assignments

No Adult Participant may share a hotel room or other sleeping arrangement with a Minor Athlete except as expressly permitted by applicable SafeSport standards and only with any required prior written parent/guardian consent. Parents and guardians are responsible for understanding rooming policies before travel. Team or Bulldogs HC room checks, if used, must be conducted in a manner consistent with SafeSport standards and ordinarily by at least two authorized adults.

6.6 Conduct During Travel

Players, parents, guardians, and Adult Participants must follow all Bulldogs HC rules, hotel rules, tournament rules, curfew instructions, supervision requirements, and facility policies during travel. Property damage, room misconduct, abuse of staff, unsanctioned room gatherings, and unsupervised wandering may result in immediate discipline and financial responsibility for losses.

7. Equipment, Uniforms, Locker Rooms & Devices

7.1 Required Equipment

Players must wear all equipment required by USA Hockey, AHAI, the applicable league, the applicable tournament, and Bulldogs HC. All protective equipment must be properly maintained, fit correctly, and be used as intended by the manufacturer.

7.2 Helmet, Facemask, and Neck Protection

Players must use a properly certified helmet and facemask consistent with USA Hockey requirements. Youth participants must also wear neck laceration protection where required by USA Hockey rules. Bulldogs HC may impose additional protective-equipment requirements for specified teams, age levels, activities, or facilities.

7.3 Uniform Standards

Players must wear Bulldogs HC-issued or Bulldogs HC-approved game and practice uniforms, socks, shells, nameplates, and other apparel as directed by Bulldogs HC. Jersey numbers are assigned by Bulldogs HC unless Bulldogs HC states otherwise. League, tournament, sponsor, memorial, or safety patches must be placed where instructed by Bulldogs HC.

7.4 Custom Apparel

Uniforms and certain apparel are custom ordered. Participants are responsible for providing accurate sizing and spelling information. Bulldogs HC is not responsible for replacement costs caused by incorrect information submitted by the participant or family. If a vendor error occurs, Bulldogs HC will work in good faith to obtain correction, replacement, credit, or other reasonable resolution.

7.5 Practice Uniforms

Bulldogs HC may require designated practice jerseys, tryout jerseys, or color assignments for practices and scrimmages. Players may not wear game jerseys, shells, or socks to practice unless expressly allowed by Bulldogs HC.

7.6 Locker Room Access and Monitoring

Locker rooms and changing areas are limited-use spaces for players, approved Team Officials, screened monitors, rink personnel, and other authorized persons. Bulldogs HC may monitor locker-room use directly

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or through screened adults positioned outside or near the locker-room area in a manner designed to be observable, interruptible, and respectful of player privacy.

7.7 Parents in Locker Rooms

Except for younger age groups, disability-related assistance, injury-related assistance, or other circumstances approved by Bulldogs HC, parents and guardians should not enter locker rooms. If assistance is needed, the parent or guardian should notify a Team Official in advance whenever practicable. Coaches may require parents to step out before or after games or practices so the team may meet.

7.8 Mixed-Gender and Privacy Accommodations

Bulldogs HC will make reasonable efforts to provide privacy-respecting accommodations for mixed-gender teams or situations involving players who need additional privacy, including staggered changing times, alternative spaces, or other appropriate arrangements.

7.9 Mobile Phones and Recording Devices

Use of phones, cameras, tablets, video devices, or any device with recording capability is prohibited in locker rooms, restrooms, changing areas, and any comparable private area. Devices needed for urgent communication should be used outside those areas.

7.10 Equipment Storage and Security

Bulldogs HC is not responsible for lost, stolen, or damaged personal items unless required by law or caused by Bulldogs HC's gross negligence or willful misconduct. Participants are responsible for securing their own equipment and valuables.

8. Player Conduct

8.1 Standard of Conduct

Players must conduct themselves with respect, discipline, sportsmanship, honesty, and self-control on and off the ice.

8.2 On-Ice Conduct

Trash talking, taunting, obscene or abusive language, threats, deliberate attempts to injure, retaliation, abuse of officials, dangerous stick work, fighting, and conduct that disrespects teammates, coaches, opponents, or the game are prohibited.

8.3 Off-Ice Conduct

Bullying, hazing, teasing, harassment, discrimination, theft, vandalism, rude gestures, locker-room horseplay, unauthorized fighting or boxing, and other demeaning or unsafe behavior are prohibited in locker rooms, lobbies, parking lots, hotels, buses, restaurants, and all Bulldogs HC-related settings.

8.4 Electronic Communications and Social Media

Players are not anonymous online. The same conduct standards that apply in person apply to text messages, group chats, social media, gaming platforms, video platforms, and other electronic communications. Cyberbullying, harassment, threats, humiliating content, gossip campaigns, impersonation, or posting content that harms a player, family, coach, official, opponent, or Bulldogs HC are prohibited.

8.5 Substance Use

During any Bulldogs HC activity or while representing Bulldogs HC, players may not possess, use, distribute, or be under the influence of alcohol, tobacco, nicotine products, vaping devices, cannabis in violation of law or Bulldogs HC rules, illegal drugs, or prescription medication used other than as prescribed.

8.6 Reporting and Consequences

Reports may come from teammates, families, coaches, officials, rink staff, league personnel, hotel staff, or Bulldogs HC leadership. Violations may result in counseling, warning, restitution, suspension, removal from a game or event, travel restriction, or season-long or permanent discipline depending on severity.

9. Parent, Guardian & Spectator Conduct

9.1 General Expectations

Parents, guardians, family members, and spectators must act in a manner consistent with Bulldogs HC's values and may not interfere with the safe and orderly operation of a Bulldogs HC event.

9.2 Required Conduct

Parents and guardians must place the player's physical and emotional well-being ahead of their personal desire to win, model respect for players, officials, opponents and rink personnel, support a positive culture, and follow all rink and event rules.

9.3 Prohibited Conduct

Prohibited conduct includes abusive language, taunting, threats, heckling officials, confronting players, bench coaching from the stands, gossip campaigns, social media harassment, questioning a coach in a

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hostile manner, approaching officials after games, encouraging violence, or engaging in any physical confrontation.

9.4 USA Hockey / AHAI Zero Tolerance Policy

Bulldogs HC adopts and enforces the current USA Hockey and AHAI Zero Tolerance Policy for all Bulldogs HC events and for all USA Hockey- or AHAI-sanctioned games, practices, clinics, meetings, travel, and related activities in which Bulldogs HC participates. All players, coaches, team officials, administrators, parents, guardians, family members, and spectators must maintain a sportsmanlike, respectful, and educational atmosphere before, during, and after every event.

Any conduct that would violate USA Hockey or AHAI Zero Tolerance standards also violates Bulldogs HC policy. Without limitation, this includes openly disputing or arguing with officials; obscene, vulgar, abusive, or threatening language; taunting, baiting, ridiculing, or inciting players, coaches, officials, or spectators; hostile visual demonstrations of dissatisfaction with an official's decision; throwing any object so as to create a safety hazard; and any disruptive behavior that interferes with the game or with other spectators. On-ice officials, rink management, tournament staff, and Bulldogs HC personnel may require the immediate removal of any offending person. Lost game time need not be restored, and Bulldogs HC may impose additional discipline even if the game officials, league, rink, or tournament impose separate penalties.

This section supplements, and does not limit, the conduct standards and disciplinary provisions in Sections 8, 9, 10, and 11. Officials must also conduct themselves in a businesslike, impartial, and constructive manner consistent with USA Hockey rules, and Bulldogs HC expects all concerns about officiating, coaching, or game administration to be raised only through proper post-game league or club channels.

9.5 Twenty-Four Hour Rule

Except for health, safety, welfare, Safe Sport, travel, or urgent administrative matters, no parent, guardian, family member, or other person acting on behalf of a player may confront a coach, team official, or league official regarding a negative game or practice situation until at least twenty-four (24) hours after the conclusion of the game or practice.

For purposes of this policy, a confrontation includes any in-person, telephone, text, email, social-media, or other communication that escalates beyond a calm request to speak at a later time and includes raised voices, yelling, profanity, insults, threats, baiting, harassment, or derogatory comments. A violation of this section constitutes a violation of Bulldogs HC's Zero Tolerance Policy and may result in immediate removal from the event, communication restrictions, suspension, or other club discipline. Where the underlying conduct also implicates USA Hockey, AHAI, league, or Safe Sport rules, Bulldogs HC may report or refer the matter for further review and possible disciplinary action.

9.6 Team Placement Communications

After the seventy-two (72) hour no-contact period following tryouts, any inquiry about team placement must be respectful and limited to development-based questions such as what the player can do to improve.

9.7 Registered Participation Only

Parents and guardians may only allow their player to participate in Bulldogs HC activities for which the player has been properly registered, rostered, authorized, and financially cleared by Bulldogs HC.

9.8 Consequences

Parent, guardian, or spectator misconduct may result in verbal warnings, removal from a rink or event, suspension from attendance at home and away events, restricted communications, player consequences where the parent refuses to comply with a suspension, and permanent expulsion in severe cases.

10. Coaches, Team Managers, Volunteers & Adult Participants

10.1 Role-Model Standard

Coaches, team managers, volunteers, and all Adult Participants serve as role models and must model professionalism, preparation, composure, respect, and sportsmanship.

10.2 Qualifications and Compliance

All Adult Participants must satisfy any Bulldogs HC, USA Hockey, AHAI, league, and SafeSport requirements applicable to their role, including registration, annual training, screening, certification, rostering, and bench eligibility. No adult may serve in a covered role while incomplete, suspended, screened-out, or otherwise ineligible.

10.3 Locker Room Supervision

A Team Official or other authorized adult must supervise players in locker-room settings in a manner consistent with SafeSport, rink policy, and Bulldogs HC policy. Bulldogs HC may use screened locker-room monitors where appropriate.

10.4 Electronic Communications with Minor Athletes

Team-related communications involving Minor Athletes should be professional, directly related to hockey, and observable and interruptible. Whenever practicable, electronic communications should include a parent/guardian, team channel, or another authorized adult. Adults should not maintain private social-media relationships with Minor Athletes except where allowed by applicable SafeSport standards or pre-existing family/dual-relationship exceptions.

10.5 One-on-One Interactions

One-on-one meetings, training sessions, transportation, manual therapy, off-site interactions, and comparable adult-minor interactions must comply with applicable SafeSport and Bulldogs HC standards. Unless an exception applies, such interactions should occur in an observable and interruptible setting.

10.6 Fraternization, Gifts & Personal Boundaries

This policy applies year-round to all Bulldogs HC activities and relationships involving current Bulldogs HC players and their families. It is intended to protect players, prevent grooming risks, avoid favoritism or the appearance of favoritism, reduce conflicts of interest, and preserve professional boundaries consistent with SafeSport and MAAPP principles.

No gifts or personal benefits. No player, parent, guardian, family member, or household member of a current Bulldogs HC player may offer, and no coach, team manager, volunteer, staff member, director, evaluator, or other Adult Participant may solicit, request, accept, or retain, any personal gift, gratuity, money, cash equivalent, loan, discount, service, favor, ticket, travel, lodging, meal, entertainment, training benefit, free use of a home, vacation property, vehicle, boat, or any other thing of value from a current Bulldogs HC player family. This prohibition applies whether given directly or indirectly, publicly or privately, before, during, or after a season if the gift or benefit is connected in any way to Bulldogs HC participation or could reasonably create an appearance of favoritism, influence, indebtedness, compromised judgment, or pay-to-play access.

Club-authorized expenses not prohibited. This policy does not prohibit meals, lodging, travel, or comparable expenses that are paid directly by Bulldogs HC, included by a tournament or facility as part of an event package, or otherwise expressly authorized in writing by Bulldogs HC for legitimate club business. It also does not prohibit ordinary team-wide items distributed on an equal basis by Bulldogs HC itself.

No private socializing. Except for incidental contact in public places, legitimate Bulldogs HC business, or a properly disclosed pre-existing family relationship approved by Bulldogs HC, coaches and other Adult Participants may not socialize alone or in private with a current player's parent or guardian outside Bulldogs HC functions. Prohibited conduct includes private meals, drinks, travel, overnight stays, visits to homes or vacation properties, social outings, or spending time together in non-team settings unrelated to legitimate Bulldogs HC business.

Romantic or sexual relationships prohibited. No coach or other Adult Participant may initiate, pursue, encourage, or engage in any dating, romantic, sexual, or similarly personal relationship with a current Bulldogs HC player's parent or guardian. Bulldogs HC will recognize only a pre-existing marriage or comparable pre-existing legal domestic or family relationship that existed before the player's registration with Bulldogs HC, is disclosed promptly and in writing to Bulldogs HC, and is expressly approved by Bulldogs HC with any recusal, reassignment, evaluation restriction, or other safeguard Bulldogs HC deems necessary. Even where such a pre-existing relationship exists, the Adult Participant may not use any Bulldogs HC position, influence, access, or discretion to benefit or disadvantage that player or any team.

No side deals or private arrangements. Coaches and other Adult Participants may not enter into off-book babysitting, house-sitting, business, personal training, recruiting, transportation, lodging, financial, or similar personal arrangements with a current Bulldogs HC player family unless Bulldogs HC has specifically authorized the arrangement in writing and the arrangement otherwise complies with SafeSport, MAAPP, Bulldogs HC conflict-of-interest requirements, and all applicable law.

Disclosure and cooperation. Any existing family, financial, business, domestic, or similarly close personal relationship between an Adult Participant and a current Bulldogs HC player family must be disclosed promptly and in writing to Bulldogs HC. Bulldogs HC may reassign duties, require recusals from selection, roster, discipline, or evaluation decisions, restrict communications, or impose any other condition it deems appropriate to protect player welfare and organizational integrity. All parties must cooperate fully and honestly in any review of a potential fraternization or boundary issue.

Reporting and non-retaliation. Suspected violations must be reported promptly to Bulldogs HC and, when applicable, to USA Hockey, AHAI, the U.S. Center for SafeSport, law enforcement, or child-protection authorities. No person may retaliate against any individual for making a good-faith report, participating in an investigation, or refusing conduct that would violate this policy. Nothing in this policy limits any person's right or duty to make a lawful report or cooperate with an official investigation.

Enforcement. A violation of this section is grounds for immediate interim restrictions and may result in removal from locker-room, bench, travel, hotel, evaluation, recruiting, or team access; suspension; reassignment; termination of coaching or volunteer status; non-renewal; permanent exclusion from Bulldogs HC activities; and referral to SafeSport, USA Hockey, AHAI, law enforcement, or other authorities as appropriate. Bulldogs HC may act immediately whenever it determines that player safety, trust, or program integrity requires prompt intervention.

10.7 Conflict of Interest, Anti-Favoritism & Related-Party Transactions

This section applies to Bulldogs HC owners, members, managers, officers, directors, committee members, hockey directors, coaches, evaluators, team managers, staff, volunteers, contractors, and any other person who exercises authority, discretion, influence, or access on behalf of Bulldogs HC. It is intended to protect player welfare, preserve fair decision-making, prevent self-dealing and pay-to-play practices, and require loyalty, care, good faith, and honest dealing in Bulldogs HC matters.

Duty to disclose. Any actual, potential, or reasonably perceived conflict of interest must be disclosed promptly, fully, and in writing to Bulldogs HC. Disclosable conflicts include, without limitation: family or household relationships; coaching or evaluating one's own child or relative; close personal relationships with a player family; outside business, training, recruiting, advising, billeting, transportation, lodging, or financial arrangements with a current player family; ownership or compensation interests in a vendor, camp, showcase, advisor, equipment supplier, rink, billet home, hotel, or other business seeking Bulldogs HC business; referral fees, commissions, kickbacks, or discounts; and any gift, favor, or benefit prohibited or regulated by Section 10.6.

No favoritism or retaliation. No Bulldogs HC decision-maker may use any Bulldogs HC role, authority, influence, confidential information, or access to obtain a private advantage for themselves or for any player, parent, family member, household member, friend, business associate, or vendor. No person may promise, grant, withhold, or threaten team placement, roster security, ice time, special-team assignments, evaluations, captaincy, discipline outcomes, recommendations, recruiting access, scholarships, fee relief, travel benefits, vendor opportunities, or any other Bulldogs HC benefit because of a personal relationship, outside business relationship, gift, favor, pressure campaign, or refusal to provide the same. Retaliation for raising a concern, refusing an improper request, or reporting a conflict is strictly prohibited.

Recusal and independent review. A conflicted person must immediately step back from the matter and may not participate in discussion, ranking, voting, recommendation, approval, discipline, investigation, contracting, payment, or supervision related to the affected matter unless Bulldogs HC expressly authorizes limited factual input. Bulldogs HC may require recusal, reassignment, neutral evaluation, dual-signoff, or independent review for tryouts, roster decisions, player movement, discipline, complaints, coach hiring, staff supervision, compensation, scholarships, fee waivers, vendor selection, purchasing, travel arrangements, lodging assignments, and any other matter in which impartiality may reasonably be questioned. Parent-coaches and evaluators may coach within Bulldogs HC only under conditions set by Bulldogs HC and may be removed from formal selection, ranking, or disciplinary decisions involving their own child, relative, or any player as to whom impartiality could reasonably be questioned.

Related-party transactions and vendor integrity. Bulldogs HC shall not enter into or continue a transaction, purchase, sponsorship, referral arrangement, reimbursement, or vendor relationship that directly or indirectly benefits a Bulldogs HC insider or that insider's family, household, or business affiliate unless the relationship is disclosed in advance, the material terms are documented, the arrangement is fair and reasonable to Bulldogs HC, and the arrangement is approved by disinterested decision-makers after review of appropriate alternatives when practicable. Undisclosed self-dealing, private commissions, referral fees, kickbacks, diversion of club opportunities, misuse of club purchasing power, or use of Bulldogs HC information or position for personal gain is prohibited.

Fair and lawful decision-making. Bulldogs HC decisions must be based on player safety, player development, team needs, performance, conduct, operational requirements, price and quality, or other legitimate Bulldogs HC interests—not on favoritism, personal loyalty, coercion, or protected-status bias.

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Nothing in this policy authorizes discrimination or harassment prohibited by applicable federal, state, or local law. Bulldogs HC will apply this section together with its SafeSport, fraternization, conduct, and reporting requirements.

Enforcement and records. Bulldogs HC may require written disclosures, certifications, recusals, conflict-management plans, procurement records, and meeting notes sufficient to document compliance. A violation of this section may result in temporary restriction, removal from a decision-making role, reversal of a decision, cancellation of a transaction, repayment, suspension, termination, permanent exclusion from Bulldogs HC activities, and referral to SafeSport, USA Hockey, AHAI, law enforcement, or legal counsel as Bulldogs HC deems appropriate.

10.8 Team Manager Role

Team managers handle off-ice logistics, scheduling communication, roster administration, travel coordination, compliance reminders, and parent communication as assigned by Bulldogs HC. Team managers are Bulldogs HC representatives and are entitled to the same respect owed to coaches and other Bulldogs HC officials.

10.9 Bench and Ice Access

Only properly authorized, screened, certified, rostered, and bench-approved personnel may be on the bench or participate in covered coaching functions. No exception is created by convenience, volunteer need, or prior informal practice.

11. Health, Safety, Medical Response & Reporting

11.1 Assumption of Risk

Hockey is a vigorous contact sport that carries inherent risks, including serious bodily injury, concussion, catastrophic injury, and death. Participation in Bulldogs HC activities is voluntary, and participation is conditioned on execution of Bulldogs HC's required waivers, acknowledgments, and medical-consent forms.

11.2 Medical Information and Emergency Contacts

Parents and guardians must provide complete and current emergency contact, allergy, medication, and relevant medical information requested by Bulldogs HC. Families must promptly update Bulldogs HC if any such information changes.

11.3 Emergency Medical Treatment

By permitting participation, the parent or legal guardian authorizes Bulldogs HC and its designated representatives to secure emergency care for the player when a parent or guardian cannot be reached and immediate action is reasonably believed necessary to protect the player's life, health, or well-being.

11.4 Concussion and Suspected Head Injury

Any player suspected of having sustained a concussion or other significant head injury must be removed from participation immediately and may not return to play until all Bulldogs HC and applicable governing-body requirements are satisfied, including written medical clearance when required. Coaches may never override a concussion restriction.

11.5 Illness and Injury Reporting

Players and families must promptly report injuries, illnesses, restrictions, or medical limitations that may affect safe participation. Bulldogs HC may require physician notes, return-to-play instructions, conditioning restrictions, or other documentation before reinstating full participation.

11.6 Abuse, Misconduct, and SafeSport Reporting

Any actual, suspected, or threatened abuse, sexual misconduct, physical abuse, emotional abuse, bullying, hazing, harassment, retaliation, or similar misconduct must be reported promptly through Bulldogs HC and governing-body reporting channels. Nothing in this manual limits any person's right or duty to report directly to law enforcement, the U.S. Center for SafeSport, USA Hockey, AHAI, or another appropriate authority.

11.7 Photography and Video

Photos and videos of athletes may only be taken in public-view settings and must observe standards of decency and privacy. Photography or recording in locker rooms, restrooms, showers, treatment areas, or changing areas is strictly prohibited.

11.8 Firearms Prohibition

Except for sworn law-enforcement personnel acting within the scope of official duties, no player, parent, guardian, spectator, coach, team manager, volunteer, staff member, contractor, or other attendee may possess, carry, display, brandish, transfer, store, or use any firearm at any Bulldogs HC event or in any Bulldogs HC-controlled team area, locker room, bench area, meeting space, team hotel room, bus, or other event space, whether the firearm is carried openly or concealed and regardless of any permit or license status, except to the limited extent applicable law expressly requires otherwise. Any suspected violation may result in immediate removal from the event, suspension or permanent exclusion from Bulldogs HC activities, and referral to facility security or law enforcement. Bulldogs HC may also impose player or family discipline when the violation involves a parent, guardian, relative, guest, or other person connected to the player.

11.9 Insurance Notice

Parents and guardians are responsible for maintaining their own health and accident insurance. Whether a given Bulldogs HC event is USA Hockey-sanctioned or otherwise insured may depend on the nature of the event and the registration status of those involved; participation may be conditioned on separate waivers or disclosures for unsanctioned activities.

12. Registration, Fees, Refunds & Supplemental Programs

12.1 Registration and Financial Commitment

Registration for a Bulldogs HC team or Program is not complete until all required forms, deposits, waivers, medical acknowledgments, governing-body registrations, and other required materials are submitted. Acceptance of a roster spot or enrollment in a Program creates a financial commitment under the applicable annual fee schedule or Program terms.

12.2 Annual Fee Schedules

Season fees, payment dates, administrative fees, processing fees, reinstatement fees, early-registration incentives, and comparable charges may be established each season by Bulldogs HC and published in

Bulldogs HC

separate written fee schedules, registration materials, or Program notices. Those schedules are incorporated into this manual by reference.

12.3 Payment Plans and Credit Card on File

When Bulldogs HC offers payment plans, families must comply strictly with all payment deadlines and may be required to maintain a valid credit card or other approved payment method on file. Bulldogs HC may reject or revoke payment-plan privileges for noncompliance.

12.4 Delinquent Accounts

If an account becomes delinquent, Bulldogs HC may suspend a player from practices, games, travel, clinics, camps, tournaments, and other Bulldogs HC activities until the account is current, including all late, reinstatement, declined-payment, and returned check fees. Bulldogs HC may also withhold rostering, release paperwork, or other administrative approvals to the extent permitted by law and governing rules.

12.5 Team Withdrawals and Refunds

Unless Bulldogs HC expressly provides otherwise in writing, once a player has accepted a team placement or remained in the tryout/evaluation process through final placement and is assigned to a team, the family is responsible for the full season obligation. Bulldogs HC may consider a partial credit or adjustment only in limited circumstances, such as Bulldogs HC's inability to field the team, a documented season-ending injury, or extraordinary circumstances approved by Bulldogs HC in writing.

12.6 Injury Credits

Requests for injury credits must be made in writing and supported by reasonable medical documentation. Any credit is discretionary unless otherwise required by a written fee schedule. Credits, if granted, may be reduced by nonrecoverable expenses already incurred by Bulldogs HC on the player's behalf.

12.7 Camps, Clinics, Skills Sessions, and Tournament Teams

Supplemental Programs may have separate registration, selection, refund, and staffing terms. Bulldogs HC may group players by age, skill level, or competitive fit and may move a player, deny registration, or remove a player from a Program if Bulldogs HC determines the player is not an appropriate fit for the specific session or team. Participation in any Bulldogs HC camp, clinic, skills session, or tournament team does not create any right, expectation, or preference regarding season-team placement.

12.8 Commitment Fees and Supplemental Program Refunds

A Program may include a nonrefundable commitment fee or deposit. Unless otherwise stated in the Program notice, supplemental Program registrations canceled within twenty-four (24) hours of registration may be eligible for a refund less nonrefundable deposits and processor fees; after that time, no refund is guaranteed. Documented injury or extraordinary-circumstance requests may be reviewed case by case at Bulldogs HC's discretion.

12.9 Missed Sessions; No Make-Ups

Unless a Program notice expressly states otherwise, Bulldogs HC does not guarantee make-ups, substitutions, prorates, or credits for missed practices, games, clinics, or skates caused by a player's schedule, illness, travel conflict, or other personal reason. If Bulldogs HC cancels a session and does not reschedule it, Bulldogs HC may provide a make-up, credit, or refund at its discretion.

13. Discipline, Interim Action & Appeals

13.1 Bulldogs HC Authority

Bulldogs HC reserves full authority to investigate suspected policy violations, impose interim safety measures, discipline participants, and protect Bulldogs HC's players, personnel, facilities, and reputation.

13.2 Progressive Discipline; Severe Misconduct

Bulldogs HC may use progressive discipline for minor or first-time violations. However, severe misconduct—including violence, abuse, sexual misconduct, fraternization violations, undisclosed personal relationships with player families, prohibited gifts or personal benefits, discrimination, hazing, threats, retaliation, serious bullying, major travel misconduct, theft, property damage, substance violations, or any conduct implicating SafeSport—may result in immediate suspension or permanent expulsion without prior warning.

13.3 Available Sanctions

Sanctions may include verbal correction, written warning, apology, restitution, communication restrictions, removal from a session, reduced playing time, period or game suspension, suspension from all Bulldogs HC events, travel restriction, probation, roster removal, season-long suspension, or permanent expulsion from Bulldogs HC.

13.4 Interim Measures

Pending investigation, Bulldogs HC may impose immediate interim measures, including temporary suspension, restricted locker-room access, no-contact directives, bench removal, travel exclusion, or other action reasonably necessary to protect participants or preserve the integrity of the process.

13.5 No Refund During Discipline

No player, family, or participant is entitled to a refund for practices, games, clinics, tournaments, travel, or other opportunities missed because of discipline, suspension, or expulsion, unless Bulldogs HC elects otherwise in writing.

13.6 Appeals

Unless restricted by SafeSport jurisdiction, league authority, or emergency safety circumstances, a participant may request review of a Bulldogs HC discipline decision by submitting a written appeal to Bulldogs HC within the time stated in the decision notice or, if no time is stated, within seven (7) calendar days. Bulldogs HC's review body may affirm, modify, or reverse the decision. Bulldogs HC's internal decision is final.

14. Acknowledgment, Consent & Required Forms

14.1 Required Forms

Participation in Bulldogs HC may be conditioned on completion of one or more of the following: registration forms; fee acknowledgments; conduct-code acknowledgments; emergency medical information; assumption-of-risk and release forms; travel or lodging consents; SafeSport-related consents; photo, video, and communications consents; and any other form Bulldogs HC requires for the applicable activity.

14.2 Electronic Signatures

Bulldogs HC may accept electronic signatures, digital acknowledgments, online registration confirmations, and TeamSnap or similar platform acknowledgments as legally effective evidence of consent and agreement to Bulldogs HC policies, to the fullest extent permitted by law.

14.3 Continuing Effect

Unless Bulldogs HC states otherwise in writing, acknowledgments and consents remain effective for the season, Program term, or period stated in the applicable form. Bulldogs HC may require updated forms at any time.

14.4 Severability

If any provision of this manual or any related consent form is determined to be invalid or unenforceable, the remainder shall remain in effect to the fullest extent permitted by law.

Appendix A. Participant and Parent/Guardian Acknowledgment

By signing below, the undersigned acknowledge that they received, read, understand, and agree to comply with the Bulldogs HC Policies, Safety & Participation Manual, including all conduct, attendance, travel, safety, financial, and disciplinary provisions incorporated by reference.

The undersigned further acknowledge that Bulldogs HC may adopt season-specific fee schedules, travel notices, team rules, registration terms, and required consents that supplement this manual and are binding when accepted or acknowledged.

Player Name	_____
Parent/Guardian Name	_____
Player Signature (if requested by Bulldogs HC)	_____
Parent/Guardian Signature	_____
Date	_____

Appendix B. Assumption of Risk, Release, Waiver & Indemnification

The undersigned parent or legal guardian of the player, and the player to the extent applicable, understand and acknowledge that hockey is a vigorous contact sport and that participation in Bulldogs HC activities involves inherent and extraordinary risks, including, without limitation, falls, collisions, body contact, pucks, sticks, skates, boards, glass, uneven ice, negligent or reckless acts of participants or others, travel hazards, communicable illness exposure, concussion, catastrophic injury, paralysis, and death.

The undersigned voluntarily assume all risks of participation in Bulldogs HC activities, including travel to and from practices, games, tournaments, camps, clinics, meetings, and related events.

In consideration for participation in Bulldogs HC activities, and to the fullest extent permitted by Illinois law, the undersigned release, waive, discharge, and covenant not to sue Bulldogs HC, its owners, members, managers, directors, officers, employees, coaches, team managers, volunteers, contractors, agents, lessors, facility operators, leagues, tournament hosts, sanctioning bodies, and affiliated persons or entities, from and against any and all claims, demands, causes of action, damages, losses, liabilities, costs, or expenses arising out of or related to the player's participation, except to the extent prohibited by law.

The undersigned further agree to indemnify and hold harmless Bulldogs HC and the other released parties from claims brought by or on behalf of the player or the undersigned arising out of participation in Bulldogs HC activities, to the fullest extent permitted by law.

The undersigned understand that USA Hockey, AHAI, tournament, facility, or other third-party sanctioning and insurance may or may not apply to a particular Bulldogs HC activity depending on the nature of that activity and the registration status of those involved. The undersigned remain responsible for maintaining appropriate personal medical and accident insurance.

Appendix B Signature Page

Parent or legal guardian signature is required before participation unless Bulldogs HC accepts an electronic acknowledgment through its registration platform.

Parent/Guardian Name	
Parent/Guardian Signature	
Player Name	
Date	

Appendix C. Emergency Medical Consent & Concussion Return-to-Play Acknowledgment

The undersigned parent or legal guardian authorizes Bulldogs HC, its coaches, team managers, staff, volunteers, trainers, and other designated representatives to obtain emergency medical evaluation and treatment for the player when immediate action is reasonably believed necessary and a parent or legal guardian cannot be reached in time.

This consent includes authorization for emergency transport, first aid, emergency room treatment, physician care, and other care reasonably necessary to protect the player's life, health, or well-being, subject to applicable law and the judgment of medical professionals.

The undersigned understand that if the player is suspected of having sustained a concussion or significant head injury, the player must be removed from participation immediately and may not return until Bulldogs HC receives any clearance required by Bulldogs HC, the applicable medical provider, USA Hockey, AHAI, league rules, facility rules, or applicable law.

The undersigned agree to provide current emergency contact information, medical insurance information if requested, and any known allergies, medications, medical conditions, or restrictions that may affect safe participation.

Player Name	_____
Primary Emergency Contact / Phone	_____
Secondary Emergency Contact / Phone	_____
Allergies / Medical Notes	_____
Parent/Guardian Name	_____
Parent/Guardian Signature	_____
Date	_____