

GAUTENG ICE HOCKEY ASSOCIATION

BY-LAW 2022

The President of the Gauteng Ice Hockey Association (GIHA) hereby in terms of the GIHA Constitution publishes the GIHA By-laws 2022 as approved by its Executive Committee which will come into operation on the date the By-Law is approved

TABLE OF CONTENTS

Definitions	4
CHAPTER 1 CLUB APPLICATION AND AFFILIATION PROCESS.....	6
1. Guideline’s process of application.....	6
2. Documentation required.....	6
3. Condition of Membership	7
4. Other requirements.....	7
5. Guidelines- Minimum criteria for a Club	9
6. Submission of Application	9
CHAPTER 3 EVENTS COMPETITIONS.....	10
7. Gauteng Hockey League (GHL).....	10
a. Junior Leagues.....	10
b. Women’s Leagues	12
c. Senior Leagues:	13
d. Additional Floating rules applicable to all Leagues–.....	14
8. Gauteng Drafting League.....	16
9. South African Super League	18
10. Regional Try-Outs	20
11. Inter Provincial Tournaments	21
CHAPTER 4 COMPETITION FORMAT	25
12. Forfeits	25
13. Awarding of points	25
14. Uniforms and Numbers	25
15. Players Equipment.....	26
16. Directorate Control of Players.....	26
17. Team Composition	27
18. Official Games Sheets.....	28
19. Remuneration of Officials.....	28
CHAPTER 5 – OFFICIAL GAME RULES.....	29
20. IIHF Rules and Regulations	29
CHAPTER 6 INTEGRITY- CODE OF ETHICS	29
21. General Code of Ethics and Conduct.....	29
22. Parents Code of Conduct.....	318

23.	Players Code of Conduct	309
24.	Spectators Code of Conduct.....	32
25.	Administrators / Club Owners Code of Conduct.....	33
	CHAPTER 7 – DISCIPLINARY PROCESS	34
26.	Disciplinary Process	342
27.	The Investigative Phase	34
28.	Formal Disciplinary Phase.....	35
29.	Appeal Phase	35
	CHAPTER 8 COACHES PROGRAM.....	36
30.	Coaching Educational Program Requirement.....	36
31.	SAIHF Minium Coaching Standards	38
32.	Guideline for Basic Assessment of Coaches Advancement	38
33.	Coaches Code of Behaviour and Ethics	40
	CHAPTER 9 REFEREE’S PROGRAM - ACCREDITATION AND COMPLIANCE	42
34.	Referees Education Accreditation Requirements.....	42
35.	SAIHF Minimum Refereeing Standards.....	44
36.	Referee Code of Behaviour and Ethics	46
37.	Referees Dress Code.....	47
	CHAPTER 10: MEDICAL – PLAYER SAFETY - DOPING	46

Definitions

Applicant	A new Club Owner or Committee who applies to be affiliated to GIHA in order to play Ice Hockey in Gauteng.
Associate Membership	All Clubs will remain Associated Members until evidence of sufficient growth/sustainability/financial stability in the Club is provided and/or GIHA Exco agrees unanimously that the Club should be give Unconditional Membership Status. A Club that does not meet the requirement of being an Unconditional Member.
Exco	Executive Committee of the Gauteng Ice Hockey Association
Forfeit	A game is Forfeited when a team does not appear for the game at the assigned time or when a game Official has Forfeited the game in accordance with the Official Playing Rules All Forfeits shall be handled in accordance with the Official Playing Rules. A Forfeited game may be appealed to the Directorate (GIHA Exco).
GHL	Gauteng Hockey League is made up of Junior and Senior Boys (Men) and Girls (Women) Players.
Gauteng Drafting Team	The Drafting Hockey League (DHL) is a new competitive Senior Hockey League in Gauteng introduced in 2022 season. The DHL brings a new and exciting format of Hockey. It aims to create the right Hockey culture of commitment and professionalism from all players and staff thus improving quality and consistency throughout Hockey in Gauteng. All players are expected to conduct themselves professionally and take the training and fitness seriously. We believe this creates the best environment for the highest possible Hockey quality.
Inter Provincial Tournament (IPT)	IPT is run under the auspice of the SAIHF and their rules apply irrespective of the hosting Province. Dates for these tournaments will be communicated by SAIHF well in advance.
JUNIOR LEAGUE	These Junior Leagues is primarily a Boys' League. As a rule, Girls can only participate in these division provided the GIHA indemnity is signed by Parents/Players. Girls participating in these division play according to the rules of said divisions at their own risk. Girls will only participate in all the Junior Leagues except for the U20 Junior League.
National Team Player	Is a player who has physically played on the ice for his/her Country in U18; U20 and Senior Men/Women World Championship.

Maximum Age	A Player is legible based on his/her age on 31 December in the year in which the League / Season ends
Minimum Age	A Player is legible based on his/her birthday in which the League ends.
OT overtime	Should the score be equal after regulation time, the game will continue into a sudden death overtime period.
Regional try-outs	All GIHA Registered Players are invited to register for Try-Outs and be willing and able to represent GIHA during the upcoming Inter Provincial Tournament.
SAIHF	South African Ice Hockey Federation
SAP69	SAP69 Form Used to Record Criminal Convictions against Person's Name
SASL (South African Super League – SAIHF).	The SASL (South African Super League) is a high-quality competition run by SAIHF between the 3 top teams in South Africa. These teams are Cape Town Kings, Pretoria Capitals and Wildcats. SAIHF will provide financial support to these teams to subsidise with traveling arrangements, game cost. Awards will be supplied by South African Ice Hockey Federation.
SSP	Shootout Shot Procedure proceeds only if golden goal was not scored during overtime
Senior Men's league	All Men older than 19 years old should play in the Senior Men Divisions, on skill and participation preference (non-contact – 2nd Division and contact – 1st Division and PHL).
Team Composition	Ideal team – 3 lines plus goalkeeper The minimum number of players required to constitute a team comprises : a goalkeeper + 1 line + min 2 additional player Team for half ice games: 1 + 4+ 2 =7 (Ideal 13) Team for full ice games: 1+ 5+ 2= 8 (Ideal – 16)
Unconditional Membership	GIHA Exco has unanimously agreed that if a club has displayed evidence of sufficient growth/sustainability/financial stability
Women's League	Currently there are no age-appropriate divisions in the Women/Girl's league. The Women/Girl's league is rather divided based on different skill levels. Starting with the Development Women League, The Senior Women League, and the Black Panthers Women's team.

CHAPTER 1: CLUB APPLICATION AND AFFILIATION PROCESS

1. Guideline's process for application:

- a. Apply for membership by filling out the appropriate Form(s) and Agreements.
- b. Submit Application to the GIHA General Secretary together with all required supporting documentation.
- c. Club Affiliations will be discussed at the next Exco Meeting after the submission. In exceptional circumstances a request may be Fast Tracked.
- d. Feedback is provided to the Applicant, clearly stipulating any additional conditions in an Official Response or as part of the minutes of the meeting.
- e. The Applicant needs to confirm acceptance of any conditions imposed before becoming an Associate Member. Should no official response be received it will be assumed the conditions were accepted.
- f. In the case of Annual Re-Registration of Clubs, the appropriate process as per the GIHA Constitution needs to be followed although the content of this document will remain applicable.

2. Documentation required:

- a. The following Club application supporting document required, unless otherwise stipulated.
 - i. Completed Registration Document.
 - ii. Certified Club Constitution (where applicable – NPO/NPC)
 - iii. Minutes of Club's Last AGM (where applicable)
 - iv. Certified copies of all Directors/Office Bearers
 1. Identification Documents
 2. Proof of address
 - v. SAP69 to be completed for the following Club Positions
 1. For person Financially Responsible to GIHA
 2. For Exco Nominee
 - vi. Organigram of Club Structure
 - vii. Club's Colour samples
 - viii. Club's Policy on Sponsorships received and Sponsorships Issued.
 - ix. Application of Registration with GIHA of all Committee Members or Directors of the Club.

- x. Registration of all Members. A spreadsheet of Members can be submitted where Clubs do not have access to the official GIHA Membership Program.
- xi. An Electronic and Hard Copy of a High-Resolution Image of Club Logo.
- xii. Jersey design (can be submitted later if not yet designed).
- xiii. Any additional documents as requested by GIHA Exco.

3. Condition of membership:

- b. All New Clubs will remain Associate Members until evidence of sufficient growth/sustainability/ financial stability in the Club is provided and/or the GIHA Exco agrees unanimously that the club should be given Unconditional Membership Status.
- c. Applications for Unconditional Membership will only be considered at the beginning of the year, prior to the beginning of the season unless exceptional circumstances exist.
- d. Associate Members will have:
 - i. No vote on GIHA or any of its Affiliated Structures.
 - ii. No claims in terms of grants being provided to Clubs by GIHA or any other body through GIHA.
 - iii. Assistance from GIHA based on exceptional cases as per mutual agreement.
- e. A Nominated Club representative is required to attend all GIHA Meetings.
- f. The Club/Club Representative is required to participate in actions from these Meetings.
- g. The Club unconditionally agrees too and adopt all decisions made by GIHA in the past.
- h. Use the provided GIHA email address and mailbox for all communications to and from GIHA.
- i. Designs for Club Jerseys is required to be separately approved by GIHA Exco before it can be used in the League Games – this includes any changes made to the jersey designs at any time.
- j. Should a Club want to participate in the GIHA League, the necessary request needs to be made to the GIHA Exco and such request will be subject to approval by GIHA Exco.
- k. All payments for participation in the GIHA League or any other events are required to be made prior to the event(s).
- l. No Club Affiliated to GIHA can recruit players from another club or engage in anti-competitive behaviour to augment their membership.

4. Other requirements:

- a. Clubs are required to ensure proper Financial Discipline is exercised and that:
 - i. Proper Contracts/Conditions are signed and agreed upon by their Members, which may be verified by GIHA at any time.
 - ii. All payments are recorded in an accounting system and all cash payments received
 - iii. Annual Financial Statements to be compiled and signed by an Accredited Accounting Officer.

- iv. Accounting systems are sufficient to ensure audits can be done when required.
- v. Provide GIHA with an Annual Tax Clearance Certificate and or any other Statutory Documents deemed Applicable.

CHAPTER 2: CRITERIA FOR FULL CLUB MEMBERSHIP

5. Guidelines- Minimum criteria for a Club:

- a. All members must be registered with GIHA and proof of such registration must be sent to GIHA as per GIHA requirements.
- b. Be in Good Financial Standing with GIHA.
- c. Have a Signed Constitution/Owner Agreement.
- d. Proper Club Governance and adherence to GIHA guidelines and rules.
- e. A Club must have:
 - i. Been register for a minimum of one season
 - ii. Enter at least 3 (three) teams to participate in the GIHA Hockey League of which ones must be a Junior Team as set out in GIHA constitution.
 - iii. A Level 3 Head Coach.
 - iv. At least a Level 1 First Aider.
 - v. Referees registered with GIHA.
 - vi. Development and recruiting plan.
 - vii. Trained Score/Timekeeper and Hydra Capturer and Legitimate Scoreboard.
 - viii. Bench Coaches with a minimum Level 1 Coaching Certificate as set out by SAIHF
- f. Adopt the Coaching Philosophy as set out by the South African Ice Hockey Federation (SAIHF).
- g. Appoint a Club Representative to attend/participate in GIHA Meetings and GIHA sanctioned events as and when required
- h. Head coach must participate in Coach's Forum.

6. Submission of Application:

- a. The submission for Full Membership must be made in writing annually prior to season starting.
- b. Application requirements as stated in Clause 5 above regardless of whether these requirements were met or not, must be addressed.
- c. Where requirements are not met, a reasonable action plan with timeline should be provided.
- d. Club Application for Re-Registration to be emailed to the GIHA's General Secretary (secretary@giha.co.za) together with all required supporting documentation as per clause 5 above one month before the next GIHA meeting.
- e. Clubs Application for Re-Registration will be discussed at the next GIHA meeting. Under no circumstances may a Club Owner request an application be "fast tracked".

CHAPTER 3: EVENTS COMPETITIONS

- o GHL (Gauteng Hockey League)
- o Regional/Try-outs
- o Inter Provincial Tournament
- o Gauteng Drafting League
- o SASL – South African Ice Hockey Federation

7. Gauteng Hockey League (GHL):

The Gauteng Hockey League is made up of Junior and Senior Boys (Men) and Girls (Women) Players.

GIHA registered players may participate in the GHL by entering the following leagues:

a. Junior Leagues

These Junior Leagues are primarily a Boy's League. As a rule, Girls can only participate in these division provided the GIHA indemnity form is signed by Parents/Players. Girls participating in these division do so at own risk as per the rules of said Divisions. Girls will only participate in the Junior Leagues as set out below, i.e. No Girls can play in the U20 Junior League.

i. U10 Development Junior League

1. This is a FUN playing environment to expose players to a game situation
2. To be eligible for this League Boys and Girls must not be older than 9 years of age
3. NO player exemptions will be allowed
4. Games will be scheduled on an ad-hoc basis
5. Qualifying Registered Players from All Clubs will be invited to participate in this Development Game
6. Games will be played Cross Ice and NO checking will be allowed.

ii. U12 Junior League

1. This is a Development League for Boys and Girls
2. To be eligible to play in this scheduled league
 - a. Boys and Girls must not be older than 11 years of age.
 - b. No minimum age requirement.
3. Games will be played Half/Cross Ice and NO checking will be allowed.

iii. U14 Junior League

1. This is an advanced Development League for Boys and Girls
2. To be eligible to play in this Scheduled League
 - a. Minimum age requirement – none.
 - b. Maximum age Boys - 13 years of age; Girls - 15 years of age
3. Games will be played Half/Cross Ice and NO checking will be allowed.

iv. U16 Junior League

1. This is a Contact League for Boys and Girls
2. To be eligible to play in this Scheduled League
 - a. Minimum age requirement Boys – 11th birthday; Girls - 12th birthday
 - b. Maximum age Boys - 15 years of age; Girls - 17 years of age
3. Games will be Played Full Ice and checking is allowed

v. U18 Junior League

1. This is a Contact League for Boys and Girls
2. To be eligible to play in this Scheduled League:
 - a. Minimum age Boys – Must be 13 of Age turning 14 in the year the League ends; Girls - 14th birthday
 - b. Maximum age Men - 17 years of age; Women - no maximum age.
3. Games will be played full ice and checking is allowed.

vi. U20 Junior League- Rink Based (Franchise Basis)

1. This is an elite U20 Men's Drafting League that comprises of 3 teams
2. 2 Coaches and 1 Manager (different Clubs) be appointed early in the GHJ to aid in the pre-selection process.
3. Players will be drafted to teams, namely Miners; Tigers and Mustangs
 - a. Players will be drafted by invitation/ scouting basis only and will be required to commit to 2-year franchise period.
4. To be eligible to play in this Scheduled League:
 - a. Minimum age Boys –Must be 14 of age turning 15 in the year the League ends; Girls – EXCLUDED.
 - b. Maximum age Men - 19 years of age; Women - EXCLUDED
5. Games will be played full ice and checking is allowed.

vii. Basic Floating Rules

1. No player exemptions allowed in U10 and U12 Leagues
2. Goalkeeper exemption is permitted in U12 League if New Goalkeeper is No Older than 12 years old, provided they can prove they don't have an age-appropriate Goalkeeper and are in the process of Developing a Goalkeeper
3. All other exemptions must be submitted and approved by the Coach's Forum and GIHA Exco, provided the GIHA Indemnity Form was properly signed by the Parents/Players.
 - a. Boys may float to higher age-appropriate divisions that their primary division
 - b. Woman players can play in the Junior League as stated above

- c. Junior League players who have NOT been part of a U18/U20 Junior National Team may float to a higher Senior Division (Contact or Non-Contact)
- d. Were Junior Players have been part of a Junior or Senior National Team the following floating rules will apply in Senior Divisions:
 - i. Men Players may only float to the 1st Division and higher Divisions (Contact).
 - ii. The Player may not play in the 2nd Division.

b. Women's Leagues

Currently there are no age-appropriate divisions in the Women/Girl's League. The Women/Girl's league is rather divided bases on different skill levels. Starting with the Development Women League, The Senior Women League, and The Black Panthers Women's Team.

i. Development Woman

- 1. Dependant of players skill level and is therefore not age dependant
- 2. Excludes the following players
 - a. Who have been part of the Senior National Women's Team
 - b. Selected to the Black Panthers Team (excluding reserves).
 - c. Selected to Play 1st Division.
- 3. Games will be played Half Ice. Non-contact rules apply.

ii. Women's League

- 1. Comprises of 2 equal strength Teams named Huskies and Phoenix Teams
- 2. Minimum age requirement - 14th Birthday
- 3. Games will be played Full Ice and Women Contact will be allowed.

iii. Black Panthers Team

- 1. Elite Women's Team
- 2. Minimum age requirement – 14th Birthday.
- 3. Competing in 2nd Division Men's senior League.
- 4. Games will be played Full Ice with contact and non-Checking
- 5. Priority given to Club Competitive League over Black Panthers Team 2nd Division Commitments

iv. Floating Rules

- 1. Only women can play in this League be they Players or Goalkeepers
- 2. Players in the Development League may float to the Women's League and vice versa,
- 3. Player selected for The Black Panthers and 1st Division, including reserves may float to the Women's League.

4. Any player selected as a National Women's Team player, Black Panther or 1st Division Player is not allowed to play in the Development Women's Division.
5. A development woman player will be allowed to finish the season if the Development women's league if selected for Black Panthers for the first time. All other Black Panther players are not allowed to play in the Development Women's Division.
6. Any player who was part of a National Women's Team in the past 2 seasons may not play in the 2nd Division League, unless proper motivation is supplied to Coaches' Forum and an exemption is approved by Coaches' Forum and GIHA Exco.

c. The Senior Leagues:

All Men older than 19 should play in the Senior Men Divisions based on skill and participation preference

i. 2nd Division

1. This is a Development non-checking League aimed at players older than 19 years old
2. Players eligible to play
 - a. Minimum age – Players will only be allowed to play 2nd Division once they had their 13th birthday and not a day before their 13th birthday.
 - b. Underage and Female Players play at their own risk and must provide GIHA with a signed Indemnity Form.
3. Games will be played Full Ice and with Non-Checking (Black Panther Games)
4. Players in 1st Division leagues are not eligible to play (Special dispensation for U16 and U18 who play 1st Div.)
5. U16; U18; U20 players may play in 2nd division games if not in conflict with their primary league
6. Ladies playing in competitive club leagues must be released from their Black Panthers commitments

ii. 1st Division

1. This is a Full Contact League
2. Players eligible to play
 - a. Minimum age – 15th birthday
 - b. Female Players play at their own risk and must provide GIHA with a signed Indemnity Form
3. Games will be played Full Ice and Full-Contact will be allowed.

iii. PHL Senior League

1. This is a High-Level Elite League, drafted from 1st Div. players, to be played at the Highest Skill Level in Gauteng comprising of three teams (Rink Based)

2. Players eligible
 - a. Minimum age – Men 15th birthday
 - b. NO FEMALE PLAYERS ALLOWED
 3. Games will be Played Full Ice and Full-Contact will be allowed
- iv. Basic Floating Rules - Players
1. Players younger than 40 years of age are not allowed to float between the “Non- Checking” and “Full-Contact” Senior Divisions unless :-
 - a. they are still regarded as Junior Players
 - b. They have not been part of any past Junior U18; U20 or Senior National Teams.
 2. Players older than 40 years of age are permitted to float between 2nd Division and 1st Divisions.
 3. No player will be allowed to float between 2nd Division or PHL irrespective of their age or status as a Player
 4. Players who are not allowed to float between Divisions may only float once in a Season from the Lower Division to the Higher Division.
 5. Once a player has played their 2nd game in the Higher Division that Player must remain in that Higher Division. Should that player wish to return to the lower division after playing 2 games in the Higher Division, he will have to sit out a minimum of 2 Lower Division Games after the last Higher Division game played, before he will be allowed to return to the Lower Division again.
 6. If a Player floated two Division Higher and plays 2 games there, the player will be required to sit out for two games in both Lower Divisions which he is returning too. Should the player wish to return to the lowest of 3 Divisions, he will be required to sit out 2 + 2 games before he can continue to play in the Lowest Division.
 7. The game count in the Higher Division that contributes towards the 2 - game count is based on the season.
 8. First time player registration (not skilled sufficiently) will be eligible to play in a league down from their primary league on grounds of player development. Once a player advances to their primary league, this exemption will no longer apply and the player can no longer float in between groups. (Closed Door Policy)
- d. Additional Floating Rules Applicable to All Leagues –
- i. Goalkeepers
 1. Goalkeepers can float to any division if the division is age appropriate in the case of Junior Goalkeepers.

2. Floating of Goalkeepers is only allowed if the team can prove that they do not have a Goalkeeper for the specific Division and that they are in the process of developing a Goalkeeper.
3. Goalkeepers may also float between clubs if required, provided the Necessary Communication was made between Clubs. All Communications must be in writing and submitted to GIHA Exco for ratification.
4. National Men Team Goalkeepers (Junior Men and Senior Men) may not play in 2nd Division as Goalkeeper. However, the Goalkeeper may play as an out player in 2nd Division. (Provided the Goalkeeper was not previously an out player for a National Team).
5. A National Men Team Out-Player may play Goalkeeper in 2nd Division unless that player was not a Goalkeeper in a National Team as per the Stated Rules.
6. National Woman Team Goalkeepers can play in 2nd Division.
7. Where there are exemptions for Goalkeepers or where there are deviations from the normal rules, the Club needs to provide written report on their current plans for Goalkeepers Development which should include names of identified Goalkeepers and time frames. This must be submitted to GIHA Exco and Coaches Forum for notice.

ii. General Floating rules

1. No exemptions will be allowed unless in extreme cases. Any exemption needs to be motivated and submitted to the Convener of Coaches using the required Form with a proper motivation as well as Doctor's Motivation.
2. Where a Club enters more than one team in the same Division, Players may not float between the Two Teams in the same Club and the Same Division.
3. All rules apply regardless of Club in a case where a player plays for more than one club.
4. No requests for floating outside these rules are allowed.
5. All Players floating within the rules – Male and Female – floating up to Higher Divisions or playing in Boys Leagues, needs to have an updated GIHA Indemnity Form uploaded to the Membership Program. It is the Club's responsibility to ensure this is done before the Player is allowed to Float.
6. In the case where a Player was part of a Junior National Team in the previous season but will be classified as a Senior Player in the New Season the fact that he was part of the Junior Teams will have impact on his ability to floating! Once he makes the Senior Team, it again impacts his ability to float.
7. All Junior and Senior Players must play in their own Division first. E.g., U14 Players that also Plays' in U16, must first play in the U14 League before being allowed to participate in the higher League.

8. The Players' Primary League takes precedence over any other League.
9. Clubs may not borrow players from other Clubs unless a written agreement was circulated for approval by GIHA Exco.
10. Clubs may join other Clubs' Teams where such Club cannot field a team.
11. Where Players or Goalkeepers need to be borrowed, a written agreement is required between the affected Clubs and requires GIHA Exco approval. (Coaches Forum)
12. It is the Clubs responsibility to abide by the floating rules.
13. Clubs playing players outside these by-laws will forfeit that game and be subjected to a fine (Responsible for total Game Fees Incurred)

8. Gauteng Drafting League

a. League Rules:

- i. The League consists of 4 teams.
- ii. Each Team consists of 11 players (including Goalkeepers).
- iii. Teams will be selected by a drafting system.
- iv. Team staff consists of an Owner, Head Coach and a Manager.
- v. Points system:
 1. 3 points for a win
 2. 0 points for a loss
 3. 2 points for an overtime/shootout win
 4. 1 point for an overtime/shootout loss
- vi. The season will be played over 6 weeks, plus a Finals Weekend.
- vii. There will be 2 games per team per weekend played on a Saturday and Sunday.
- viii. The Finals will comprise the best of three between the teams that ended first and second in the Season.
- ix. At the end of the Season an Awards Ceremony will be held announcing:
 1. League Winners
 2. Most Valuable Player
 3. Best Goalkeeper
 4. 5 All Stars
- x. These Awards will be decided by Staff Members and a Selection Panel.

b. Owners, Managers & Coaches:

- i. Businessmen/Women will be invited to bid on a team and coach and will become the Owner of that Team.
- ii. The highest bidder will have First Choice on Team Name and Coach.

- iii. The money raised by the bidding process will be divided amongst the winning team.
 - iv. Individual Award Winners will receive prizes paid for out of the original pot.
 - v. Minimum buy in for Ownership of the team is R10 000 with the ideal prize money per player being R4 000.
- c. Draft Rules:
- i. All available Players will be shortlisted alphabetically from which the Coaches will draft.
 - ii. A Formal Ceremony will be held where the Coaches, Managers and Owners will draft their Teams.
 - iii. Players' costs for the Ceremony will be sponsored, and parents or other guests will be for their own account.
 - iv. Players cannot be traded among teams once drafted.
 - v. Each Team will get one draft each round.
 - vi. Each Team will have two minutes to announce their drafted player at the Ceremony.
 - vii. The order of selection is reversed each round. For example:
 1. The Coach that selects fourth (last) in the first round, will select first the next (second) round.
 2. Similarly, the Coach that selects first in the first round, will select fourth (last) the next (second) round.
 3. Thus, the Coach that selects third in the first round, will select second in the next (second) round, and so on.
 4. Alternating each round.
 - viii. The order of which the Teams is drafted will be determined randomly.
 - ix. Players not drafted will become part of a Reserve List.
 - x. The Reserved Players will join a shortlist if an injury should occur. When an injury occurs, the Gauteng CMO (Chief Medical Officer) must confirm the seriousness and rehabilitation period. If the injured player is cleared by CMO to play again, the Coach/Manager of that team will have the choice to bring back the initially Drafted Player or continue with the Reserve Player. The initial Drafted Player, if not elected to re-join the team, will then join the Reserve Shortlist and be available for any Coach to select.
- d. Game Rules:
- i. Every game is played 4 on 4 with a Goalkeeper in each team.
 - ii. Power plays will be played 4 on 3 and 5 on 3.
 - iii. If a Player gets a suspension or a match penalty, that team will play with one less player until that suspension is fulfilled. A Team will only be allowed to replace a suspended Player from the Reserve Shortlist if a Team only has 8 players for a game.
 - iv. Games are made up of 4 quarters, 9 mins each with a 2 min break between quarters and a 10-minute intermission at the halfway point.
 - v. Ice will be cut during the halftime intermission.

vi. The Drafting Hockey League will follow the Official IIHF rules.

e. Teams:

i. Up to 4 teams can be formed during the Drafting League. Those are:

ii. Bruins - White & Yellow

iii. Chiefs - Black & Red

iv. Ducks - Orange & Black

v. Rangers - Light Blue & White

f. Players Shortlist:

i. A Player short list will be compiled out of Players registered with GIHA/SAIHF consisting of at least 44 of the Top Male Players.

g. Player eligibility:

i. Minimum age Male player - 15th birthday

9. South African Super League

a. Tournament Rules

i. All Players are to be registered and be financially in good standing with SAIHF before the start of the first game of the Tournament.

ii. The games will be played as per the current IIHF Official Rule Book, bearing in mind our unique playing conditions.

iii. We will be playing the Hybrid Icing Rule.

iv. Full Stats program will be used during this tournament.

1. Personnel needed for Stats Program is:

a. Hydra – Operator (Orion and Gemini Light)

b. Score Keeper/Timekeeper

c. 2 Shot on Goal Spotters.

d. 2 Plus/Minus Spotters

e. 1 Face-Off Spotter

b. Games to be played as follows:

i. Depending on venue - First 10 minutes of each period running time, last 10 minutes of each period stop time. (If time permits provided no overtime period is required)

ii. The clock will stop when there is a penalty or a goal.

iii. Warm up will be 10 minutes before the game

iv. The break after the first period will be 5 minutes.

v. The ice will be cleaned after the second period.

- vi. Should the score be equal after 3rd period, game will proceed with a sudden death overtime period.
- vii. Break after 3rd and overtime period will be 3 minutes.
- viii. Should the score still be equal after sudden death overtime period, game will proceed with a Game Winning Shot (GWS) Procedure.
- ix. Game Winning Shot to be played as follows: –
 - 1. Three different Shooters from each team will take Alternate Shots, until a decisive goal is scored.
 - 2. If the game is still tied after three shots by each team, the GWS will continue with a tie-break shoot out by one player of each team, with a reversed shooting order.
 - 3. The same or new players can take the tie-break shots.
 - 4. The same player can also be used for each shot by a Team in the tie-break shoot-out.
 - a. Only the decisive goal will count in the result of the game.
 - b. Shots will be taken at both ends of the ice.
 - c. A coin toss will determine which team takes the first shot, with the winner of the toss having the choice whether his team will shoot first or second.
 - d. Any player whose penalty was not over when overtime ended cannot take the shots and must stay in the penalty box or in the dressing room.
 - e. Once Named, Players may only be replaced in the event of injury or penalty.
 - f. The substitute stand-by Player is placed last in the shooting order.
 - g. The Goalkeepers will defend the same goal, as determined by the Referee.
 - h. The Goalkeepers from each team may be changed after each shot.
 - i. The Players of both teams will take the shots alternately until a decisive goal is scored.
 - j. The decisive goal will be credited to the player who scored and to the Goalkeeper concerned.
- x. Points per game will be awarded as follows:
 - 1. 3 points for a win.
 - 2. 1 point for each Team for a Draw, with an additional point for Team who wins OT.
- xi. All Teams are required to All Wear the Same Jersey and Socks for all games in their Team Colours, No National Socks will permitted to be worn by Any Team.
- xii. The Disciplinary Committee for the Tournament will be made up as follows:
 - 1. SAIHF Referee-in-Chief or GIHA/WPIHA Referee-in-Chief (depending on Venue),
 - 2. 1 Representative from each Province
 - 3. Team Managers of each Team involved in Incident.
- xiii. Game Officials:
 - 1. If possible, it is recommended that 2 Goal Judges be supplied for the Games.

10. Regional Try-Outs

- a. Conditions to participate
 - i. All GIHA Registered Players are invited to register for Try-Outs, by completing the Registration Link provided (on Website and Communication to All Players).
 - ii. Players who register for the Try-Outs, must be willing and able to represent GIHA during the upcoming Inter Provincial Tournament.
 - iii. Only players who completed the registration and paid the registration fee will be allowed to participate in the Try-Outs.
 - iv. Players who are unable to attend due to special circumstances (injured, or ill); will be considered if a Doctor's Report is provided to Gauteng Chief Medical Officer, who will confirm players diagnosis.
- b. Stages of Regional Try-Outs
 - i. On-Ice Skills Testing
 - 1. Station Based that will include and not be limited to:
 - a. Skating (speed and agility)
 - b. Puck handling and control
 - c. Shooting
 - 2. Procedure for the On-Ice Skills Test
 - a. All players to arrive an hour before scheduled time.
 - b. Players are required to participate in Off-Ice warm-up
 - c. Players to be dressed and ready 15 minutes before advertised time.
 - d. All the Drills and Stations will be explained to all the players before they start the Skills Assessment
 - ii. Off-Ice Fitness Testing
 - 1. Off-Ice fitness testing is mandatory for all players who registered for Try-Outs 14 years and older.
 - 2. The testing will include and not limited to:
 - a. Planking (straight, left side and right side)
 - b. Pull-Ups
 - c. Push-Ups
 - d. Yo-Yo Test (running between two points within a certain time – time become less as the exercise progress)
 - iii. Game Situation

1. Players will be divided in age-appropriate Teams to Play Games (Half or Full Ice).
2. Each Player will be Assessed by the Selectors and Assign a Score out of 5.
3. Selectors will take in consideration the following:
 - a. Understanding of the game
 - b. Positional Play
 - c. Understanding Players Role in Team
- iv. Selection/Selectors
 1. Selectors will include
 - a. Head Coaches from each Club
 - b. Level 3 Coaches who has been actively involved in the past year on Provincial and/or National Level.
 2. All the Scores for the above testing will be captured in Real Time and made available to the Selection Committee.
 3. Players will be ranked according to their testing.
 4. A Selection Meeting will be held to allocate Players according to their Ranking to the appropriate Teams.
 5. The Selection Meeting will be overseen by the GIHA President and Convenor of Coaches.
 6. Leaders for the Teams will also be appointed at the Selection Meeting.

11. Inter Provincial Tournaments

- a. Introduction
 - i. This Chapter Set Rules for any Tournament that is run under the auspices of the South African Ice Hockey Federation.
 - ii. All Tournaments should adhere to the Set of Rules no matter which Province will be hosting the Tournament.
 - iii. Dates for these Tournaments will be communicated by SAIHF well in advance.
- b. Tournament Rules
 - i. All players must be Registered and be in Financial Good Standing with SAIHF before the start of the Tournament.
 - ii. Team entry sheets, supplied by SAIHF, must be completed in full and send to treasurer@saih.com to confirm eligibility of Players i.e., Registration, Outstanding Fees, and Age Appropriate according to the rules as set out by SAIHF.
 - iii. These team entry sheets must be sent in 2 weeks before the first game of the Tournament.

- iv. In the case of the SASL, which is played over a period of 3 to 4 months, Teams Adding players during the Tournament, provided their details are sent in to be vetted at least 7 days before the game is played.
- v. The games will be played as per the latest IIHF Official Rule Book, bearing in mind our Unique Playing Conditions.

c. Divisions:

Division	players	Type of game	Type of Ice
U12	Boys and Girls	Non- contact	Half/Cross Ice
U14	Boys	Non- contact	Half/Cross Ice
U16	Boys	Full Contact	Full Ice
U18	Men	Full Contact	Full Ice
U18 Women	Women	Women Contact	Half Ice
U20	Men	Full Contact	Full Ice
Senior Women	Women	Women Contact	Full Ice
Senior Men	Men	Full Contact	Full Ice

d. Stats and Personnel during Tournaments.

i. Stats will be done Live on the Hydra System:

1. Full Stats for Senior and SASL (Game Actions, Shots-on-Goal, Face-Offs, and Plus/Minus Stats)
2. U16/U18/U20 (Game Actions, Shots-on-Goals, and Face-Offs)
3. U12/U14 (Game Actions Only)

ii. Personnel needed for Games during Tournaments:

1. Timekeeper
2. Score keeper
3. Announcer (if possible)
4. Hydra Operator
5. Spotters for Shots-on-Goals, Face-Offs, and Plus/Minus.
6. Goal Judges (required for Senior Games and SASL, optional for Junior Games)
7. Referees: for all Full Ice Games, a minimum of a Two-Man system (2 Referees) of a Three-Man System (one Referee and 2 Linesmen) is required. For Half Ice games, at minimum 1 Referee, preferably 2 Referees.

e. Disciplinary

i. The Disciplinary Committee for the Tournament will be made up as follows:

1. SAIHF Referee-in-Chief or GIHA/WPIHA Referee-in-Chief (depending on venue),

2. 1 Representative from each Province
3. Team Managers of each Team involved in incident.

f. Games

- i. Team line-up sheets as supplied by Stats Operator must be returned to Stats Operator 30 minutes before the start of the game.
- ii. All Players on the Team must wear the same uniforms (Jerseys and Socks). Jersey Numbers must be clearly visible.
- iii. Pre-game warm-up will be 10 minutes.
- iv. 3 periods of running time, except for last 2 minutes of each period will be stop time.
- v. The clock will be stopped to enter penalties or goals on scoreboard.
- vi. Separate scoreboards should be run for Half Ice games, if unavailable both games will be stopped for an injury.
- vii. The break between first and second period will be a minimum of 2 minutes to a maximum of 5 minutes.
- viii. Ice will be cleaned after second period.
- ix. No ice will be cleaned during half ice games.
- x. Should the score be equal after regulation time, the game will continue into a sudden death overtime period.
- xi. Overtime (OT) will be 3-on-3 for 5 minutes
- xii. If there is still a Penalty on the board after regulation time or if a Penalty is assessed during Overtime, the teams will play
 1. 4 vs 3 (in case one player is in Penalty Box) or
 2. 5 vs 3 (in case where 2 players are in Penalty Box)
 3. If Penalty is cleared, game will revert to 3 vs 3 after a stop-age of play
- xiii. The Ice will not be cleaned after Regulation or Overtime.
- xiv. Should the score still be equal after Overtime, game will proceed with a Shootout Shot Procedure (SSP).
- xv. SSP – Shootout Shot Procedure
 1. Three different Shooters from each team will take Alternate Shots, until a decisive Goal is scored.
 2. If the game is still tied after three shots by each team, the SSP will continue with a tie-break shoot-out by one player of each team, with a reversed shooting order.
 3. The same or new players can take the tie-break shots. The same player can also be used for each shot by a team in the tie-break shoot-out.

4. Only the decisive goal will count in the result of the game.
 5. Shots will be taken at both ends of the ice.
 6. A coin toss will determine which team takes the first shot, with the winner of the toss having the choice whether his team will shoot first or second.
 7. Any player whose penalty was not over when overtime ended cannot take the shots and must stay in the penalty box or in the dressing room.
 8. Once named, players may only be replaced in the event of injury.
 9. The substitute stand-by player is placed last in the shooting order.
 10. The Goalkeepers will defend the same goal, as determined by the Referee.
 11. The Goalkeepers from each team may be changed after each shot.
 12. The Players of both teams will take the shots alternately until a decisive goal is scored.
 13. The decisive goal will be credited to the Player who scored and to the Goalkeeper concerned.
- g. Points:
- i. Points per game will be awarded as follows:
 1. 3 points for a win
 2. 1 point for each team for a draw after regulation time,
 3. 1 point for team who wins OT.
- h. Awards:
- i. Awards for Tournament for each age group will be:
 1. Best Forward
 2. Best Defence
 3. Best Goalkeeper
 4. MVP for Tournament or MVP for each Team as selected by Coach.
 - ii. Selection of the awards
 1. Head Coaches of each Team,
 2. Tournament Director will nominate who he/she deems the Best Player in the above categories off All Teams participated.
 3. Stats will be also taken in consideration.
 4. Once the voting was done the Tournament Director will announce the Awards.
 5. In the event of a Tie the Tournament Director will be the deciding factor.

CHAPTER 4: COMPETITION FORMAT

12. Forfeits:

- a. Official playing rules relating to forfeits:
 - i. If both teams are on the ice and one Team refuses to play for any reason, the Referee will warn the captain of the unwilling Team that it must begin play within 30 seconds. If the team still refuses to play, the Referee will assess it a bench-minor penalty. If there is a recurrence or continuance of the same incident, the Referee will stop the game and report the incident to the proper Authorities.
 - ii. If a Team is not on the Ice and fails to go onto the Ice to start play when ordered by the Referee through the Captain, Manager, or Coach, the Referee will allow the refusing Team no more than two minutes to resume play. If the Team resumes play within those two minutes, it will be assessed a bench-minor penalty. If the Team still refuses to go on the Ice, the Referee will stop the game and report the incident to the proper authorities.
 - iii. A Team that refuses to begin play with the prescribed number of players on Ice will forfeit the game to its opponents.
 - iv. A Team will forfeit a game to its opponent if it cannot place the required Number of Players on the Ice during a Game because of Penalties and Injuries.
 - v. If a Team declines to participate in the penalty-shot shootout, its opponent will be awarded the win.
- b. THE TEAM WHO FORFEITS THE GAME – WILL BE HELD RESPONSIBLE FOR THE GAME COST FOR BOTH TEAMS except in the case of clause 12a.v. above
- c. The League Schedule will be communicated in advance and no changes will be allowed because a Club cannot field the team.
- d. Should the Club decide to forfeit the scheduled game
 - i. Before the game, it will only be charged the Ice Cost.
 - ii. Should it be possible to cancel the Ice Booking – the Club will only be responsible the cancellation fee.
 - iii. Forfeit games will be captured as a 5-0 win on the Stats Program

13. Award of points:

- a. There is a maximum of 3 points to be awarded for a game.
 - i. Win – 3 points awarded to Winning Team; no points awarded to Losing Team.
 - ii. Should the score be equal at the end of regulation time, each Team will be awarded 1 point,
 - iii. The last point will be awarded to the Team who wins the overtime or game winning shoot out procedure.

14. Uniforms and numbers:

- a. All players of a Team must be uniformly dressed in matching Jerseys and Socks.

- b. All Jerseys must be of the same design, including Logo on Front, Numbers on Sleeves and Back, and Nameplate on the Back.
- c. Players are not allowed to tamper with their Uniforms in any manner, whether by cutting any part of it, writing on it, or marking it.
- d. If, in the opinion of the Referee, the Uniform Colours or the competing Teams are so similar that there is the possibility of misidentifying Players, it is the responsibility for the Home Team to change its Jerseys.
- e. The Dominant Colour of the uniform must cover approximately 80% of the Sweater and Socks, excluding Names and Numbers.
- f. Jerseys must be Worn Entirely Outside of the Pants.
- g. Each player must wear a Number that is 25-30cm high on the Back of the Jersey and 10cm high on Both Sleeves. Numbers are limited to whole numbers from 1 to 99.
- h. No Two Players on a Team May use the Same Number in the Same Game.
- i. Players are not allowed to change or exchange Jerseys once the game has started.
- j. The only exception to this rule above, is in the case where a player has got Blood on his/her Jersey. In that case the Jersey needs to be replaced with a clean Jersey and Game Officials should be notified of the change.

15. Player Equipment:

- a. Skaters' Equipment consists of Sticks, Skates, Protective Equipment, and Uniforms.
- b. All Protective Equipment, except Gloves, Helmets, and Skates must be worn entirely underneath the uniform.
- c. Equipment must Conform to the Safety Standards and be used only to Protect Skaters, not to enhance or improve playing ability or to cause injury to an Opponent.
- d. Full Equipment, including Helmets, must be worn properly during the pre-game warm-up.

16. Directorate Control of Players:

- a. Before an event as described in clause 8 to clause 10, each Team must present to the League Tournament Director, Team Entry Forms and any applicable waivers.
 - i. Player eligibility – GIHA Floating Rules
 - 1. Players participating in the respective events as set out in chapter 3 must conform to the age restrictions applicable as described in clause 7
- b. Younger players outside the age restriction
 - i. Younger players outside the defined age limits who wish to participate in the events as set out in Chapter 3, may be permitted only on presentation of a waiver signed by Two Medical Doctors, the SAIHF or GIHA Member and the Players Parents or Legal Guardian, confirming that the Player has the physical ability to

play Ice Hockey in the respective age category. Nevertheless, the Directorate reserves the right to refuse entry of an underage player.

c. Player transfers

i. International Transfers:

1. International Players who wish to move from one country, irrespective of whether they are registered with the MNA (Member National Association) of that Country or not, to the MNA of another Country are required to have a valid IIHF Transfer in accordance with the IIHF International Transfer Regulations.
2. Members of a Provincial Body (GIHA) must send a request to secretary@giha.co.za, who will in turn contact the National body by sending request to secretary@saihf.com.
3. There is a timeframe in which country transferring from must respond, if they do not, transfer will be done automatically.

ii. Provincial Transfers:

1. Player who wishes to transfer from one Province to another Province must not only be in Good Standing with his/her club within the province, but in good standing with the province as well.
2. The Player needs to obtain an Official Transfer Form which needs to be completed in full.
3. The province where the Player is transferring too will send the request to the secretary of the province transferring from, requesting the release of Player requesting the transfer.
4. The request must be completed within 2 weeks (14 days), should the province not respond within this timeframe, the Transfer will be done automatically.

iii. Club Transfers:

1. Player who wishes to Transfer from one Club to another Club must be in Good Standing with his/her Club.
2. The Player needs to obtain an Official Transfer Form, which needs to be completed in full.
3. The Club where the Player is transferring to will send a request to secretary@giha.co.za; who will send a request to Club Transferring from and complete the process.
4. The request must be completed within 2 weeks (14 days), should the province not respond within this timeframe, the transfer will be done automatically.

17. Team composition:

- a. Team Entry Forms submitted must name a minimum of 15 Skaters and 1 Goalkeeper maximum of 18 players and 2 Goalkeepers unless it has been otherwise decided on An Official GIHA/SAIHF Meeting.
- b. All Players who wish to participate in any GIHA or SAIHF event must be Fully Registered and Registration Fees Paid.

18. Official Games Sheets:

- a. All Players must be registered with SAIHF and all fees up to date with before the start of the Tournament.
 - i. National Events
 - 1. Team Entry Sheets (as supplied by SAIHF) must be completed in full and sent to treasurer@saihfh.com to confirm eligibility of Players i.e., Registration, Outstanding Fees, and Age Appropriate according to the Rules as set out by SAIHF.
 - 2. These Team Entry Sheets must be submitted 2 weeks before the first game of the Tournament.
 - 3. In the case of the SASL which is played over a period of 3 to 4 months, Players can be added during the Tournament, provided their details are sent in to be vetted at least 7 days before the game is played which the Team wish to enter the Player.
 - 4. Player Line-Up Sheets need to be returned to Stats-Co-Ordinator 30 minutes before the start of the game.
 - ii. Local events -GIHA League
 - 1. Official Team sheets printed from GIHA's Membership Program must be submitted to Timekeeper 30 minutes before the start of the game.
 - 2. Only players who are registered will be allowed to play.

19. Remuneration of Officials:

- a. Officials' Remuneration for the GIHA League is set out as follows:
 - i. Referees
 - 1. U12-U16 R150 per Referee per Game;
 - 2. U18 to SASL – R200 per Referee per Game.
 - ii. Linesmen
 - 3. PHL, Drafting League, SASL – R100 per Linesmen per Game.
 - iii. Medic/First Aiders
 - 4. All Games – R200 per Game (First Aiders to supply their own Medical Bag and Contents).
 - iv. Time/Scorekeeper
 - 5. All Games- R150 per Timekeeper per Game.
 - v. Hydra Operator
 - 6. A Game Loaded correctly on the Hydra System - R100 per Operator

CHAPTER 5: OFFICIAL GAME RULES

20. IIHF Rules and Regulations:

- a. All Games will be played according to the IIHF Official Playing Rules, taking in consideration our special circumstances.
- b. The Official IIHF Rule Book can be downloaded using the following link: [IIHF - Rules and Regulations](#)

CHAPTER 6: INTEGRITY - CODE OF ETHICS

21. General Code of ethics and conduct:

- a. The following Ethical Principles relate to the conduct and actions of all Officers and Individuals associated with the Gauteng Ice Hockey League, its' Members, including its On-Ice Officials.
- b. It shall be the responsibility of the Director of each Member to enforce these Ethical Principles.
- c. All violations of these Ethical Principles shall be dealt with in a manner prescribed by GIHA.
- d. All individuals associated with the Gauteng Ice Hockey League, or its Members shall
 - ii. Always deport themselves with honesty and sportsmanship, so that the sport of Ice Hockey, their Teams, and Members, and they, as Individuals, shall represent the honour and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports.
 - iii. should remember that the purpose of the League as stated in its By-Laws, Code of Ethics and separate rules and regulations revolves around youngsters, and no action shall be permitted that shall have an injurious effect of a physical, mental, or emotional nature on the youngsters participating in the program.
- e. All individuals associated with the Gauteng Ice Hockey League, including its members, shall not, directly or by implication, use the Corporation's Name or their Affiliation with the Gauteng Ice Hockey League, in the endorsement of products or services, unless permission is granted by said Hockey league in writing.
- f. Competition by Members in Pre-Season and Post-Season Contests, and in contests and Tournaments which are not sponsored, promoted, managed, or controlled by the Gauteng Ice Hockey League, shall conform to the provisions of the By-Laws, Code of Ethics and separate Rules and regulations of the Gauteng Ice Hockey League.
- g. All Officers and Individuals associated with the Gauteng Ice Hockey League, and its members shall respect the integrity and role of each of the other members and shall not perform any activity that would demean or be injurious to another member, thereby weakening the entire League.

- h. All items pertaining to the Gauteng Ice Hockey League, structure, budget, player registration, scheduling, eligibility, team rosters, equipment, playing rules, exhibition games, playoffs, tournaments, supervision and coaching, and any other items pertaining to the League's operation shall conform to the provisions of the By-Laws, Code of Ethics and separate Rules and Regulations, and shall be affected by all Individuals and Officers associating with the Gauteng Ice Hockey League, and its members in a manner reflecting adherence to all Ethical Principles.

22. Players Code of Conduct:

- a. No Swearing or Abusive Language on the Bench, in the Rink or at any Team Function.
- b. No Lashing out at any official no matter what the call is. The coaching staff will handle all matters pertaining to officiating.
- c. Anyone who receives a Penalty will Skate directly to the Penalty Box.
- d. There will be No Drinking, Smoking, chewing of tobacco or use of Illegal Substance at any Team Function.
- e. I will conduct myself in a befitting manner at all facilities (Ice Rink, Hotel, Restaurant, etc) during all Team Functions.
- f. Any Player or Team Official who cannot abide by these rules or violates them will be subject to further disciplinary action.
- g. GIHA believes strongly in the values of Teamwork, Sportsmanship, and Leadership through example. As a player in the Organization, your actions reflect not only on you, but also on your Teammates, your Coaches and the GIHA Program.

23. Player Code of Conduct Agreement'

- a. Players understand that your behaviour reflects on your Teammates, you're Coaches and the GIHA Program. You will always be on your best behaviour at Games, Practices, Hotels, and Other Team Events.
- b. Players will always respect your Coaches and listen carefully to their instructions. You will understand that they are giving their time to make you a better Hockey Player.
- c. Players will always support and respect your Teammates and Opponents. You will not Tease, Ridicule, put down or make fun of Any Players on your Team or the Opposing Team, at any time.
- d. Players will not complain about penalties or calls made by the Officials and you will always respect the Referees. You understand that they are in charge of enforcing the Rules of Ice Hockey, and you will always respect their opinions.
- e. Players will Not Curse or use Foul Language.
- f. Players will always show Good Sportsmanship, both whilst winning and losing. Players will always wish another team a "good game" and congratulate the other team after the game.

- g. Players will be committed to developing as a Hockey Player which includes attending Practice, Off-Ice Activities, listening to your Coach, and always giving your best effort.
- h. Player will arrive at practices and games on time as specified by the Coach and will be prepared. Players understand that it is your responsibility to have all of your equipment packed and ready to play a game.
- i. Players will always leave the locker room clean and in good condition, both at your home rink and away.
- j. Players are required to abide by all Team Policies and School District Policies when using social media outlets.
- k. Players will not use social media to post information, photos, or any representations of inappropriate behaviour or items that could be interpreted as demeaning, inflammatory or bullying.
- l. Players will not post social media correspondence that is critical of Teammates, Coaches, Club Board Members or Officials.
- m. GIHA does not monitor player social media pages, however, Coaches, Team Managers and Board Members have the right to address improper usage of social media and statements that may be considered detrimental to the Team, Club or GIHA.

24. Parents Code of Conduct:

- a. Parents do not force your children to participate in sports but support their desires to play their chosen sport. Children are involved in organized sports for their enjoyment. Make it fun.
- b. Parents will promote the emotional and physical well-being for the player ahead of any desire to win. Emphasize skill development and practices and how they benefit your young athlete. De-emphasize games and competition in the lower age groups.
- c. Parents will leave the Coaching to the Coaching Staff. Parents will encourage Players to play in a manner consistent with Team's strategy plans. Recognize the importance of volunteer Coaches. They are important to the Development of your Child and the Sport. Communicate with them and support them.
- d. Parents will not undermine the Coach's Authority by trying to be a Coach instead of a Parent.
- e. Parents will always maintain a distance of 2 meters from the Bench from the time the Players leave the locker for game warm-ups until after the Players leave the Ice. Do not interfere with players during the game.
- f. Parents not allowed to approach Players in the Penalty Boxes. Do not lean over barriers or pound on the glass. The glass and barriers surrounding this surface is considered part of the playing area.
- g. Parents will never ridicule or yell at your child for making a mistake or losing a game. Parents understand that making mistakes is a key part of learning.

- h. Parents will treat All Players, Coaches, Officials, Other Parents and Spectators with dignity and respect in language, attitude, behaviour, and mannerisms. Parents understand that your behaviour reflects on your child and on the GIHA/SAIHF Hockey Programs.
- i. Parents will never yell, taunt, threaten or inflict physical violence upon any Player, Coach, Official or Spectator at any Hockey Activity. Parents will refrain from the Use of Abusive or Vulgar Language, Racial, Ethnic, or Gender-Related slurs at any time at the Rink or any Hockey Function. Parents understand that criticizing, name-calling use of abusive language or gestures directed toward the Coaches, Officials, Other Parents and/or Spectators and or any Player will not be tolerated, and you may be asked to leave the Rink.
- j. Parents will support GIHA/SAIHF by supporting Players, Coaches and other Parents with positive communication and actions. Parents understands that concerns should be addressed with the Team, Manager, he/she will raise concerns with Club Management/Owner. Only if Club Management/Owner cannot solve the issue may it be escalated to GIHA and then SAIHF. Always communicate with your Club first. Coaches should not be approached during practice or games.
- k. During games, Parents will address any questions or concerns to the Team Manager and not to Game Officials.
- l. Know and Study the Rules of the game and support the Officials on and off the Ice. This approach will help in the development and support of the game. Any criticism of the Officials only hurts the game.
- m. If you enjoy the game, learn all you can about Hockey - and volunteer.
- n. Refrain from using social media to raise issues against Players/Officials and volunteers, etc. There are processes available in GIHA for escalation of issues and grievances and these should rather be followed. GIHA reserves the right to ask individual to remove any comments posted on social media which will influence the sport negatively. Failure to do so might result in further action from the association.

25. Spectators Code of Conduct:

- a. Display good sportsmanship. Always respect Players, Coaches, and Officials.
- b. Act appropriately; do not taunt or disturb other fans; enjoy the game together.
- c. Cheer good plays of all participants; avoid booing opponents.
- d. Cheer in a positive manner and encourage fair play; profanity and objectionable cheers or gestures are offensive.
- e. Help provide a safe and fun environment; throwing any items on the ice surface can cause injury to Players and Officials.
- f. Do not lean over or pound on the glass; the glass surrounding the ice surface is part of the playing area.
- g. Do not lean on or over barriers, the barrier surrounding the ice surface is part of the playing area.

- h. No Spectator or Parent can interfere with Players/Officials or Coaches during games.
- i. Support the Referees and Coaches by trusting their judgment and integrity.
- j. Be responsible for your own safety - be alerted to prevent accidents from flying pucks and other avoidable situations.
- k. Respect locker rooms as private areas for Players, Coaches, and Officials.
- l. Be supportive after the game - win or lose. Recognize good effort, teamwork, and sportsmanship.

26. Administrators / Club Owners Code of Conduct:

- a. Follow the Rules and Regulations of SAIHA and GIHA to ensure that the association's philosophy and objectives are enhanced.
- b. Support programs that train and educate players, coaches, parents, officials, and volunteers.
- c. Promote and publicise your programs; seek out financial support when possible.
- d. Communicate with parents by holding Parent/Player orientation meetings as well as by being available to answer questions and address problems throughout the season.
- e. Work to provide programs that encompass fairness to the participants and promote fair play and sportsmanship.
- f. Recruit volunteers, including Coaches, who demonstrate qualities conducive to being role models to the youth in our sport.
- g. Encourage Coaches and Officials to attend Hockey Clinics and advise your Board Members of the necessity for their training sessions.
- h. Make every possible attempt to provide everyone, at all skill levels, with a place to play.
- i. Develop other administrators to advance to positions in your association.
- j. Refrain from using social media to raise issues against Players/Officials and volunteers, etc.
 - i. There are processes available in GIHA for escalation of issues and grievances and these should rather be followed.
 - ii. GIHA reserves the right to ask individual to remove any comments posted on social media which will influence the sport negatively.
 - iii. Failure to do so might result in further action from the association.

CHAPTER 7: DISCIPLINARY PROCESS

27. Disciplinary Process:

- a. Disciplinary falls under the auspices of the GIHA Vice-President A. (League Director)

28. The Investigative Phase:

- a. This phase is to assess whether a disciplinary will be required.
- b. The Panel for this phase will be headed by Vice President (League Director) and the following members of the committee: Head of Referees (or representative) , Convenor of Coaches (or representative) , GIHA Secretary (Administrative – Non-Voting)
- c. The work of this Panel commences once a written complaint or Referees Report is received within 24 Hours
- d. Based on the written complaint and whatever other evidence this Panel might deem appropriate to acquire will be used to determine if there are sufficient grounds for a Disciplinary Panel to be convened.
- e. All evidence obtained during this process need to be handed over to the Disciplinary Panel Chairman within 24 Hours of a formal request
- f. Prerequisites for this phase:
 - i. The complaint must be submitted through the Club of the member in the case where the member is affiliated to the Club.
 - ii. The Club must agree with the complaint unless the complaint has bearing on the Club itself.
 - iii. The complaint must be in writing by the complainant.
 - iv. The complaint must be made within 48 hours of the incident.
- g. Decisions to be made:
 - i. What is the next action?
 - ii. Should a Formal Disciplinary be held?
 - iii. A decision could also be made to recommend GIHA Exco to send a warning, however it depends on the circumstances and evidence available.
 - iv. In the case of requesting a Formal Disciplinary the Disciplinary Panel with proceed with reviewing evidence
- h. Outcome:
 - i. Inform the President and other Role Players of the outcome of this phase.
 - ii. The outcome must be documented for reference purposes of, no feedback to the person that was going to be charged, or in case where person will be charged, a document stating the reasons and rational needs to be submitted to the President.

- iii. The Panel also need to decide if the person(s) will be suspended pending the formal disciplinary hearing. The suspension will be at the discretion of the Panel. The default will be that the person(s) is suspended unless there are circumstances where a suspension is not warranted.
- iv. The outcome must be presented to the GIHA Exco. In the case where the decision is not to continue with a formal disciplinary the GIHA Exco may decide to request a formal disciplinary by majority vote.

29. Formal Disciplinary Phase:

- a. The purpose of this phase is to execute the formal disciplinary and impose the necessary sanctions based on the outcome of the Committee's decision.
- b. Once the Committee is established the Chairman needs to send a notice to all persons being charged, the charges against them and request statements in writing to be received within 48 hours of the notice.
- c. The person's Club can be invited to represent him/her at the disciplinary and in the case of an under aged person a Parent/Guardian should be present
- d. Prerequisites of the phase:
 - i. A Disciplinary Panel must be appointed.
 - ii. All evidence already received must be made available to the Panel.
- e. Decisions to be made:
 - i. The Panel need to evaluate the evidence received.
 - ii. It needs to decide if a hearing can be held in absentia or if the person(s) involved should be present at the hearing.
 - iii. A hearing should be held,(This can be done remotely utilizing Zoom / MS Teams Platforms) and sanctions decided upon. Whether or not sanctions will be imposed the outcome needs to be documented. The outcome to the person involved can be a shortened version, however the reasoning for the sanctions needs to be provided in a more detailed document for archiving purpose for future use.
- f. Outcome:
 - i. Inform the President, Vice President(s) and Compliance Officer of the draft outcome for notice and ensuring it complies too the By-Laws and Constitution of GIHA.
 - ii. Inform the person(s) who were charged of the outcome. They will have 48 hours to appeal the outcome. The 48 hours are calculated from the date and time the email was sent to the person(s) being charged. A text message could also be sent to the person.

30. Appeal Phase:

- a. Prerequisites of this phase:

- i. The person(s) charged needs to provide a written appeal to the Chairman of the Disciplinary Panel within 48 hours of the sanctions sent out.
 - ii. The appeal should clearly indicate why the imposed sanctions imposed are deemed unreasonable or the decision made is incorrect.
 - iii. In the case where a statement was requested for the person(s) charged and
 - 1. no statement was forth coming, or
 - 2. a request was made to attend the hearing and if it was not attended or
 - 3. confirmation of receipt of correspondence from the Panel was ignored,
 - 4. The person being charged will automatically forfeit their right to an appeal to GIHA.
 - iv. Should they wish to appeal, the appeal's outcome, the disciplinary should be escalated to SAIHF.
- b. Decisions to be made:
- i. In the case where the Chairman, President or Compliance Officer agrees that the information presented in the appeal will contribute towards a changed outcome to the sanctions, the appeal will be heard by the Disciplinary Panel and the outcome revised.
 - ii. In the case where the Panel is of the opinion that the appeal will not change the outcome the person(s) will be advised that their appeal was unsuccessful and that a further appeal will be required to be submitted to SAIHF for consideration.
- c. Outcome:
- i. The result of the appeal needs to be communicated and minutes should be done on Official GIHA Letterhead.

CHAPTER 8: COACHES PROGRAM

GIHA conforms to the following outlines of the SAIHF Policy, as it relates to the Instruction, Teaching & Coaching of Ice-Hockey in South Africa, as well as, but not limited to the process of education and accreditation of all amateur and Professional Coaches.

31. Coaching Educational Program Requirement

- a. Required Coaching Education Accreditation
 - i. The SAIHF requires that all Provinces shall establish the following requirements without modifications for all Coaches who Instruct, Teach and Coach on the Ice and/or Off the Ice.
 - ii. The Coaching accreditation framework is designed, through the various tiers of Education Levels, to provide sufficient time for the practical application of the methodologies delivered through the Coach Accreditation and Education Process. The terminology and tiers relating to such advancement are:
 - 1. (L1) Coaching Assistant
 - 2. (L2) Coach

3. (L3) Advanced Coach
 4. (L4) Master Coach
- iii. The advancement and requirements for Coaches are dealt with in this document and include the requirements for progression.
 - iv. All Coaches must enter the SAIHF Coaching Education Program at the Coaching Assistant Level and continue their education with a Coaching Course delivered by the SAIHF at least once every second year until they attain the Advanced Coach Accreditation.
 1. Coaches who are a minimum of 17 years of age at the time of a course may attain the Coaching Assistant Accreditation.
 2. Such Coaches will remain at the Coaching Assistant Level until they are at least 18 years of age.
 3. Coaches may only graduate to the Coach Accreditation level once they are 18 years of age or older. Such Coaches must be 18 years old at the time of the Course. Should such an individual not be 18 at the time of the Course they will only be eligible to advance once they turn 18.
 4. A Coach may attend only one (1) Certification Clinic per Year.
 5. Coaches who do not Coach in continuous years may re-enter the program however, after a period of 5 years they will be required to participate in a Coach's Course, at the appropriate level on their return.
 6. Once the Advanced Coach Level is achieved, Re-Certification [as outlined below in paragraph 3] is required every Third Year.
 7. Coaches who attain Master Coach Accreditation are not required to attend any further Certification or Re-certification Clinics but must adhere to the specific requirements relating to Annual Plans and Submissions.
 - v. In addition to the Training Courses provided, coaches are required to be actively coaching on a weekly basis. This requirement applies to all Coaches, at All Levels.
 - vi. Coaching Certification at Coaching Assistant and Coach Levels are valid for two seasons. Advanced Coach Certifications are valid for three seasons.
 - vii. Coaches whose Advanced Coach Certification is due to expire must attend an Advanced Coach Re-certification clinic in the year of expiration.
 - viii. Advanced Coach Candidates are required to be actively coaching, hold a Coach Accreditation, or for Advanced Coach Re-Accreditation purposes, hold a current Advanced Coach Accreditation. Applications for Advanced Coach Certification will be sent out and considered for approval by the SAIHF. The approval will be based on an approved Logbook, practice plan archives and a formal review.

- ix. Prior to the commencement of any of the courses, all participants are required to be registered with the SAIHF as a Coach and pay the applicable course/registration fee.
 - x. On successful completion of a course and post course examinations, participants will receive a SAIHF certification (certificate) showing the Level achieved and also the expiry date. The successful participant will be registered with the SAIF's Coaches Forum Coaching Accreditation Program.
- b. Enforcement
- i. All persons who:
 - 1. Coach players on the Ice at practice, both formal and informally;
 - 2. Run a bench during any League, Provincial or National Team match.
 - ii. Shall at minimum be accredited with the required Accreditation as outlined in Table below:
 - iii. Any Person or Coach who is deemed to perform these actions whilst **not** in possession of the Accreditation shall immediately be suspended indefinitely and face SAIHF disciplinary action.

32. SAIHF MINIMUM COACHING STANDARDS

PROVINCIAL CONVENER OF COACHES	MINIMUM ADVANCED COACH (PREFERABLE LEVEL MASTER COACH) & 25 yrs. of age or older
NATIONAL TEAM HEAD COACH	MINIMUM ADVANCED COACH (PREFERABLE MASTER COACH) & 25 yrs. of age or older
NATIONAL TEAM ASSISTANT COACH	MINIMUM ADVANCED COACH & 23 yrs. of age or older
PROVINCIAL HEAD COACH (u18 & u20)	ADVANCED COACH OR ABOVE & 23 yrs. of age or older
PROVINCIAL HEAD COACH (u16)	COACH & 21 yrs. of age or older
PROVINCIAL HEAD COACH (u12 & u14)	COACH & 18 yrs. of age or older
PROVINCIAL ASSISTANT COACH	COACH & 18 yrs. of age or older
CLUB HEAD COACH	ADVANCED COACH & 21 yrs. of age or older
CLUB ASSISTANT COACH (u16 – u20)	COACH & 18 yrs. of age or older
CLUB ASSISTANT COACH (u12 – u14)	COACHING ASSISTANT & 17 yrs. of age or older

33. Guideline for Basic Assessment of Coaches Advancement

- a. Coaching Assistant:

- i. This position is the starting point for a Coach.
 - ii. Their responsibilities in terms of running practices are less than that of a Coach and should generally be entrusted with stations and smaller facets of practice.
 - iii. They should be mentored by an Advanced Coach, receive feedback, and be assigned learning tasks particularly around Skill Development to assist their growth as a Coach.
 - iv. Their primary focus should be Skill Development and Teaching the basic skills of the game.
- b. Coach:**
- i. This position entails a bit more responsibility than the Coaching Assistant role.
 - ii. A person with the Coach Accreditation should oversee designing and running specific portions of practices.
 - iii. They should also be running Benches at the Minor and Youth Hockey Level.
 - iv. These Coaches should by now have developed a good understanding of Skill Development and Teaching methodology.
 - v. These Coaches should be mentored in the same manner as a Coaching Assistant.
 - vi. Concepts and habits are now an area where they can begin to develop a better understanding due to their knowledge of the application of Skill Development and the Teaching thereof.
- c. Advanced Coach:**
- i. This position is a Leadership Position and requires both maturity and a particularly good understanding and application of all that goes on with the role of a Coach.
 - ii. An Advanced Coach should be a good communicator, not only with Players but also with Staff and Administrators alike.
 - iii. As an Advanced Coach the role goes past the basic Coaching Responsibilities.
 - iv. They should be stronger Administratively while possessing a particularly good understanding of Skill Development, Individual Tactics, Team Tactics and Good Leadership Skills which enables them not only to Coach at a High Level, but also effectively develop Coaches within their Organisation.
 - v. At this Level of Accreditation, it is expected that, amongst other attributes, they:
 1. Develop a detailed and comprehensive seasonal plan (refined each year) which is published timeously each year to your Staff and Club.
 2. Document and file all practice plans.
 3. Have a good understanding and knowledge of LTAD (Long Term Athlete Development)
 4. Develop the Coaching Staff around you through tasks and shared responsibility.
 5. Maintain a higher-than-average Level of Professionalism
- d. Master Coach:**
- i. This Position is considered the Highest Coaching Level within the SAIHF.
 - ii. As an organisation the SAIHF does not administer or facilitate this Accreditation Level.

- iii. In an instance where a Coach is competent and wishes to advance to this Level, the SAIHF will work in partnership with one of the IIHF Member National Associations (MNA) to facilitate an evaluation, assessment, and pathway for such an advancement.
- iv. Each case will be considered via a special application which can be requested and submitted via the Director of Coaching or the Secretary of the SAIHF.

34. Coaches Code of Behaviour and Ethics:

- a. Respect the rights, dignity and worth of every human being.
 - i. Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin, or religion.
 - ii. Encourage and support opportunities for people to learn appropriate behaviours and skills.
- b. Ensure the athlete's time spent with you is a positive experience.
 - i. Treat each athlete as an individual.
 - ii. Help each athlete to reach their full potential.
 - iii. Support opportunities for participation in all aspects of the sport.
 - iv. Be honest and do not allow your qualifications to be misrepresented.
 - v. Respect the talent, development stage and goals of each individual athlete.
- c. Act with integrity and objectivity and accepts responsibility for your decisions and actions.
 - i. Display high standards in your language, manner, punctuality, preparation, and presentation.
 - ii. Display control, respect, dignity, and professionalism to all involved with the sport – this includes Opponents, Coaches, Officials, Administrators, the Media, Parents, and Spectators,
 - iii. Encourage athletes to demonstrate the same qualities.
- d. Make a commitment to providing a quality service to your athletes.
 - i. Maintain or improve your current SAIHF coaching accreditation.
 - ii. Help each person (athlete, official etc.) to reach their potential – respect the talent, development stage and goals of each person and compliment and encourage with positive and supportive feedback.
- e. Operate within the Rules and Spirit of your Sport, promoting fair play and respect over winning at any cost.
 - i. The guidelines of the IIHF and SAIHF, Governing Ice Hockey should be followed. Familiarize yourself with the Rule Book, Constitution, By-Laws, and relevant policies.
 - ii. Coaches should educate their athletes on drugs in sport issues in consultation with the IIHF and SA Institute for Drug Free Sport.
- f. Any physical contact with athletes should be appropriate to the situation and necessary for the athlete's skill development.

- i. Avoid unaccompanied and unobserved one-on-one activity with any athlete.
 - ii. When an athlete requests a one-on-one meeting make it clear that another official must be present.
- g. Refrain from any form of personal abuse towards your athletes.
 - i. This included verbal, physical, and emotional abuse.
 - ii. Be alert to any forms of abuse directed towards your athletes from other sources whilst in your care.
- h. Ensure your decisions and actions contribute to a harassment free environment.
 - i. This included sexual and racial harassment, racial vilification, and harassment on the grounds of disability.
 - ii. Respect the rights and worth of every person, regardless of their gender, ability, cultural background, or religion.
 - iii. You should not only refrain from initiating a relationship with an athlete but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
 - iv. Do not tolerate harmful or abusive behaviours.
- i. Provide a safe environment for training and competition.
 - i. Ensure equipment and facilities meet safety standards.
 - ii. Ensure equipment, rules, training, and the environment is appropriate for the age and ability of the athletes.
 - iii. Ensure your decisions and actions contribute to a safe environment.
 - iv. Place the safety and welfare of the athletes above all else.
- j. Show concern and caution towards sick and injured athletes.
 - i. Provide a modified training program where appropriate.
 - ii. Allow further participation in training and competition only when appropriate.
 - iii. Encourage athletes to seek medical advice when required.
 - iv. Maintain the same interest and support towards sick and injured athletes.
- k. Be a positive role model for your sport and athlete.
 - i. Respect the decisions of Officials, Coaches, and Administrators in the Conduct of the Sport.
 - ii. Adhere to the IIHF/SA Institute for Drug Free Sport and SASCOC's Sport Anti-Doping Policy
 - iii. Adopt responsible behaviour in relation to alcohol and other drugs.
 - iv. Be knowledgeable of, and comply with, all applicable anti-doping policies and rules.
 - v. Use your influence to foster positive anti-doping attitudes.
 - vi. Support the initiatives of the IIHF, SAIHF, SA Institute for Drug Free Sport, SASCOC and other Applicable Organisations to stop doping in sport.

- vii. Cooperate with the SA Institute for Drug Free Sport, SASCOC and SAIHF and other applicable organisations in relation to the conduct of any investigation or hearing into an alleged anti-doping Policy Breach.
- viii. Understand the process for reporting, investigating, and determining breaches as set out in the SA Institute for Drug Free Sport, SASCOC and SAIHF sports anti-doping policy.
- ix. Give due and proper consideration as to whether you also have a responsibility to act under the SAIHF and SASCOC's code of conduct.
- x. Act in a discreet and confidential manner in discharging

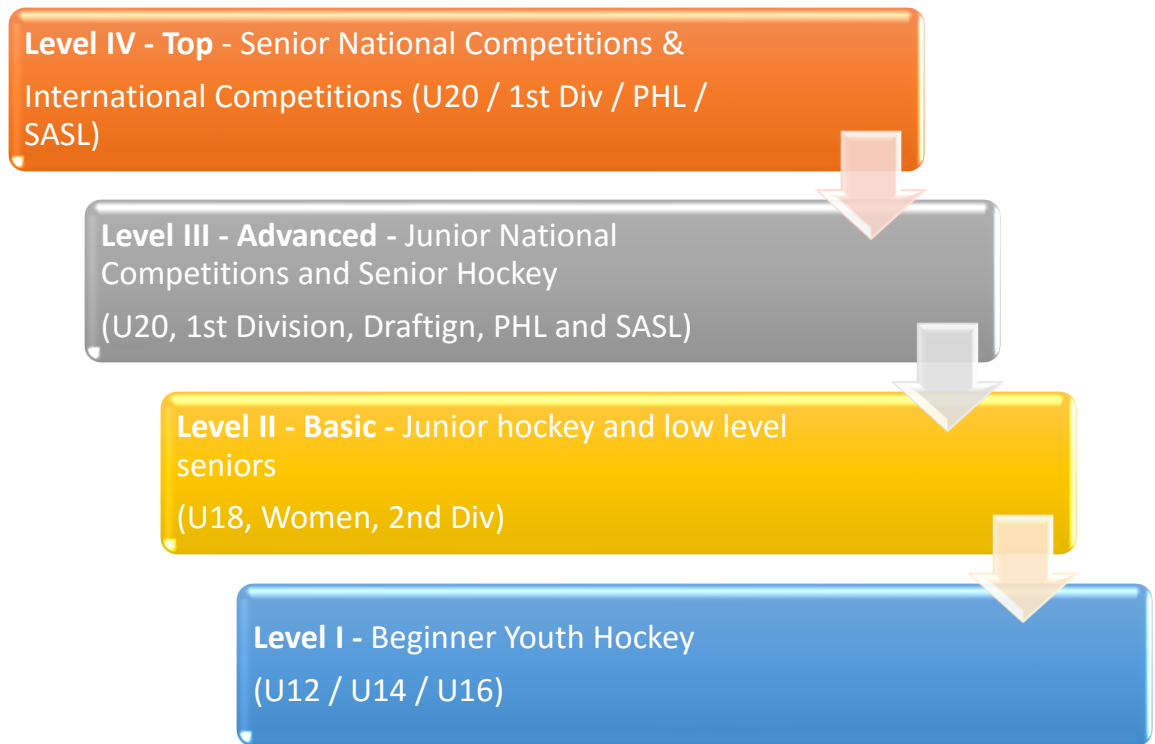
CHAPTER 9: REFEREE'S PROGRAM - ACCREDITATION AND COMPLIANCE

35. Referees Education Accreditation Requirements

- a. This document Outlines the SAIHF Policy on Officiating, as it relates to the instructions, Education, and Coaching of On-Ice Officials in South Africa as well as, but not limited to the process of Development and Accreditation of all On-Ice Officials.
- b. All Referees will be required to be accredited by SAIHF/GIHA.
- c. Referees are required to register every season to confirm their availability to accept assignments.

36. Required officiating development accreditation:

- a. The SAIHF requires that all Provinces establish the following requirements without modifications for all On-Ice Officials who officiate Ice Hockey.
- b. The officiating accreditation framework is designed, through the various tiers of development and experience, to provide sufficient time for the practical application of the methodologies delivered through the officiating accreditation, education, and development process. The terminology and tiers relating to such advancement are as follows:



- c. The advancement and requirements for On-Ice Officials are dealt with in this document and include the requirements for progression.
- d. All On-Ice Officials must enter the SAIHF Officiating Development Program at Level I (Beginners) and continue their education and development with an officiating workshop delivered by the SAIHF at least once every second year until they attain the Level IV Officiating Accreditation.
- i. Officials who are a minimum of 13 years of age at the time of presentation of an Officiating Workshop, may attain a Level I Accreditation. To Officiate at U16 level (Full Contact Hockey), the Official must be a minimum of 18 years of age.
 - ii. Such Officials will remain at this level until they are at least 18 years of age.
 - iii. Officials may only graduate to Level II (Basic) once they are 18 years of age or older. Such Officials must be 18 years old at the time of presentation of an Officiating workshop. Should such an individual not be 18 years old at the time of presentation of the workshop, they will only be eligible to advance once they attain the age of 18 years.
 - iv. Officials may only graduate to Level III (Advanced) once they are 21 years of age or older. Such Officials must be 21 years old at the time of presentation of an Officiating Workshop. Should such an individual not be 21 years old at the time of presentation of the workshop, they will only be eligible to advance once they attain the age of 21 years.
 - v. An Official may only attend one (1) Officiating Workshop per year, and one (1) refresher workshop every other year.

- vi. Officials who do not officiate in continuous years may re-enter the program. However, after a period of 2 years, they will be required to participate in an Officiating Workshop at the appropriate level upon their return.
 - vii. Once Level III is achieved, recertification (as outlined in paragraph 3) is required every third year.
 - viii. Officials who attain Level IV (Top) Accreditation are not required to attend any further Certification Workshops or Re-Certification workshops but must adhere to the specific requirements relating to technical amendments and rule interpretations. This includes attending a refresher workshop every other year.
- e. In addition to the Officiating Workshops provided, Officials are required to be actively officiating on a regular basis, i.e., at minimum every second week. This requirement applies to all officials at all levels.
 - f. Officiating Certification at Level I and Level II are valid for two seasons. Level III certification is valid for three seasons.
 - g. Officials whose Level III certification is due to expire must attend a Level III Re-Certification workshop in the year of expiration.
 - h. Level III candidates are required to be actively Officiating, hold a Level III accreditation, or for Level III Re-Accreditation purposes, hold a current Level III Accreditation. Applications for Level III Certification will be sent out and considered for approval by the SAIHF. The approval will be based on an Approved Logbook, Officiating evaluation records and a formal review.
 - i. Prior to the commencement of any workshops, all participants are required to be registered with the SAIHF as an On-Ice Official and pay the applicable Workshop/Registration Fees.
 - j. On successful completion of a workshop and relevant examinations, participants will receive an SAIHF Accreditation (Certificate) reflecting the Level achieved and also the expiry date, together with an Officiating License Patch which is to be affixed to the left-hand breast of the Officiating Jersey. The successful participant will be registered with the SAIHF Referee’s Forum Accreditation & Development Program.

37. SAIHF Minimum Refereeing Standards

- a. Any and all Persons who:
 - i. Officiates games either formally or informally, i.e., during any Friendly, League, Provincial or National Team Matches, shall at minimum be accredited with the required accreditation as outlined below.
 - ii. Any person who is deemed to perform these actions whilst not in possession of the necessary accreditation shall immediately be suspended indefinitely and face SAIHF disciplinary action.

Top - Level IV Top Level Seniors	International Championships IIHF Licensed	SA Super League
----------------------------------	--	-----------------

Advanced - Level III	Top Level Seniors Top Level Seniors	National Championships U20/1st Division/PHL/SA Super League/Drafting league
Basic - Level II Junior Hockey	Low Level of Seniors	Inter Provincial U18/Ladies/2nd Division.
Beginner - Level I	Youth Hockey	U12/U14/U16/Development Women

38. GUIDELINES FOR BASIC ASSESSMENT OF OFFICIATING ADVANCEMENT

- a. **Level I (Beginner):** this is the starting point for an On-Ice Official. Their responsibilities in terms of officiating games are less than that of a Basic Official as they are entrusted to Officiate Youth/Entry Level (Full Contact)/Development (Non-Contact) Hockey. Their primary focus should be basic rule enforcement at this level. To advance to the next level, the Official should have logged a minimum of 25 Official Games, subject to their level of maturity as well as a formal evaluation by the National Officiating Instructor.
- b. **Level II (Basic):** this position entails a bit more responsibility than the Beginner role. These Officials should be mentored in the same manner as Beginner Officials. Concepts and habits are now an area where they can begin to develop a better understanding due to their knowledge, experience, and application to game management. To advance to the next level, the Official should have logged a minimum of 40 Official Games, subject to their Level of maturity as well as a formal evaluation by the National Officiating Instructor.
- c. **Level III (Advanced):** this position is a Leadership position and requires both maturity as well as a good understanding and application of all that goes with the role of a Senior Official. An Advanced Official should be a good communicator, not only with Players, but also with Bench Staff, and Off-Ice Officials alike. As an Advanced Official, the role goes beyond the basic Officiating Responsibilities. They should be stronger Administratively while possessing a good understanding of Personal Officiating Development and good Leadership Skills which enable them to not only Officiate at a high Level, but be role models to the younger, less-experienced Officials within their peer group. At this Level of Accreditation, it is expected that amongst other attributes, they:
 - i Develop a good understanding of the administration tasks and procedures of On-Ice game Officials.
 - ii Document and log all games Officiated.
 - iii Have a good understanding and knowledge of LTAD (Long Term Athlete Development). Maintain a higher-than-average Level of professionalism both on and off the ice.

- d. Level IV- (Top):** This position is the highest Officiating Level within the SAIHF. As An Organisation the SAIHF does not generally administer or facilitate this level of accreditation. In an instance where an Official is competent and wishes to advance to this level, the SAIHF will facilitate an evaluation, assessment, and pathway for such advancement in partnership with an IIHF Officiating Instructor. Each case will be considered via a special application which can be requested and submitted via the National Referee-in-Chief or the Secretary of the SAIHF.

39. Referee Code of Behaviour and Ethics

- a. The SAIHF provides guidance to all Certified Officials in each Province. We expect the highest possible standards of personal integrity, competence, sound judgment and discretion from Officials.
- b. The Official's Code of Ethics developed by the International Ice Hockey Federation Sport Development Program is a public declaration of an Official's obligation to himself, his peers, and the game.
- c. **As an On-Ice Official, I will at all times...**
- i Act in a professional and business-like manner at all times and take your role seriously, no matter what the category of Hockey.
 - ii Always show respect for my fellow officials, the Players, Coaches, and Fans.
 - iii Study and continue to improve my knowledge of the IIHF Playing Rules, Policies, and Procedures.
 - iv Represent myself and the rules of the game as fairly and as accurately as possible.
 - v Always be unquestionably impartial, keeping a professional and appropriate distance from teams. Make calls with quiet confidence, never with arrogance.
 - vi Understand that the use of alcohol is not encouraged and is totally unacceptable on game days. The use of illicit drugs is against the Law.
 - vii Uphold the philosophy and right of all Hockey participants and penalize accordingly all violent acts.
 - viii Strive to provide a safe and sportsmanlike environment in which players can properly display their Hockey Skills.
 - ix Control games only to the extent that is necessary to provide a positive and safe experience for all participants. Violence should never be tolerated.
 - x Be always supportive of my fellow On-Ice and Off-Ice Officials, even when I am a Spectator.
 - xi Accept the fact that I will make mistakes, but I will not get frustrated or let this learning process affect my performance or my professionalism.
 - xii Contribute to the continuing growth of the SAIHF Official's Development Program and its officials through support, encouragement, and positive attitude.

- xiii Respect and accept constructive feedback from officiating coaches and instructors, and the assignments I receive from my administrators.
- xiv Treat all Players, Coaches, Officials, other Referees with dignity and respect in language, attitude, behaviour, and mannerisms. Your behaviours reflect on the GIHA/SAIHF Hockey programs.
- xv Answer all reasonable questions and requests. Refrain from being familiar with Team Officials (Coaches/Managers) during games or in between periods. Referees should keep their distance from teams while officiating. Use honesty and integrity when answering questions.
- xvi Never yell, taunt, threaten or inflict physical violence upon any Player, Coach, Officials, Parent or spectator during the game or at any Hockey activity.
- xvii Refrain from the use of abusive or vulgar language, racial, ethnic, or gender-related slurs at any time during the game or any Hockey Functions when speaking with a Player, Coach, or Parent.
- xviii Never openly criticize a Coach, Player or Other Official.
- xix Keep your emotions under control.
- xx Maintain your health through a physical conditioning program.
- xxi Dedicate yourself to personal improvement and maintenance of your Officiating skills.
- xxii Understand that if I do not comply with the Referee's Code of behaviour and ethics, disciplinary action can be taken by GIHA/SAIHF.

40. Referees Dress Code:

- a. Your appearance before the game sets the tone for your Officiating. If Team Members, Staff and Spectators observe an Official Arriving Late, dressed in a casual manner and clearly agitated, they will expect a poor On-Ice performance, and often that is what occurs.
- b. GIHA/SAIHF expects that Officials who accept game assignments to arrive no less than 30 minutes before game time and be dressed in an appropriate manner (Business Casual). Take a few moments to dress appropriately and be a class act when you enter the rink.
- c. **On-Ice Dress Code:**
 - i Jersey/Sweater:
 1. Only IIHF approved Officials' Jerseys shall be worn for games.
 2. Their current Licencing badge should be worn on right chest. No other Patches, Crests, Logos, or similar shall appear on the Uniform.
 3. Nameplate only (with Officials last name) allowed on back of the Officiating Sweater.
 4. Numbers are not permitted.
 5. In case of Head Referee and 2 Linesmen, Head Referees will Wear 3 Arm Bands.

ii Trousers/Pants:

1. Trousers/Pants must be entirely black in colour.
2. The bottom of the trousers should cover just below the ankles when standing upright.

iii Helmet:

1. The helmet must be black in base colour, and any “inserts” must be black or silver in colour.
2. Officials must not place any sticker on the helmet, including those of any Leagues, Clubs, or Associations.
3. It is required that all Officials wear a half-visor.
4. The chin strap must be black or white in colour, attached at all times while on the Ice, and shall not have more than a 2-finger gap between the underside of the chin and the helmet strap.

iv Skates:

1. The boot of the skates shall be dark in colour.
2. Blade housings must be white or black in colour.
3. Clean, white laces

CHAPTER 10: MEDICAL – PLAYER SAFETY - DOPING

GIHA regards the health and safety of all Athletes to be of paramount importance. GIHA conforms to programs set out by the SAIHF, IIHF and anti-doping agencies.

41. Medical and Players Safety

GIHA, in alignment with SAIHF and IIHF makes use of the sport concussion assessment tool (SCAT 5) and (SCAT 5 child for athletes 12 years and younger) for all evaluations for players considered at risk of having a concussion - <https://bjsm.bmj.com/content/bjsports/early/2017/04/26/bjsports-2017-097506SCATS.5>.

The first step to Player’s safety is to ensure all Players wear the correct protective equipment as prescribed in the IIHF Rulebook. Download the Rulebook by following the link below:

https://blob.iihf.com/iihf-media/iihfmc/media/downloads/rule%20book/iihf_official_rule_book_2018_ih_191114.pdf.

- i. GIHA make use of Trained First Aiders at all their games and require that all Team Managers, Club Owners and Exco Members also attend First Aid Courses.

All First Aiders used by GIHA must have either of the following Qualifications – Proof of Certification is required to be provided by all wishing to fulfil the role of a First Aider.

- a. First Aid course presented by a company approved by GIHA to present a First Aid Course on behalf of GIHA which include Concussion Protocol.
- b. Paramedic Level or Higher.
- c. At Minimum, a Level 2 Qualification from another reputable company.

- ii. The main task of the First Aider is the safety and well-being of the Players on and off the Ice. According to the Government Health and Safety Protocol a First Aider is required to ask permission before assisting any person/player/athlete when injured.
- He/she will be situated just behind the Player Benches to be able to monitor both Benches.
 - He/she should concentrate on the game and cannot socialize with spectators while performing his/her duties.
 - The first Aiders should always be visible by wearing a clearly marked Neon Vest.
 - He/she should present him/herself to the Timekeeper not less than 30 minutes before the start of the game.
 - He/she should be available should a player require Medical Attention during Warm-Up.
- iii. While the game is played the First Aider will follow the Game and Players getting on and off the Ice. When a first Aider sees a player get off the Ice and display any of the following symptoms (especially after being hit, or trying to hit another player, skating in boards etc.)
- Confusion
 - Headache
 - Vision disturbances (double or blurry vision)
 - Dizziness or imbalance
 - Nausea or vomiting
 - Memory loss
 - Ringing ears
 - Difficulty concentrating
 - Sensitivity to light

Will immediately conduct a 'Concussion protocol" - SCAT5 assessment and agreed upon protocol as amended from time to time.

Should the Player/Parent in this case refuse an Assessment by the Appointed First Aider, he/she will be ejected from the game immediately. The First Aider will inform the Team Manager and Timekeeper of the situation. The Timekeeper will inform the Referees at the first stoppage of play.

Should Player/Player Parent agree to the Assessment, the First Aider will remove player to the First Aid Room and follow the Concussion Protocol. Should the Player be cleared he/she will be allowed to re-join the game. Should the First Aider determine the Player have a Concussion the Player will remain in the First Aid room for the rest of the game.

If the First Aider concludes their examination that the Player or Official shows no evidence of a Concussion, the Player may return to play.

A Player or an Official with a suspected or diagnosed Concussion shall be immediately removed from play and cannot return to play on the same day. Players or an Official showing observable signs that are not attributed to an injury to a different part of the body shall not return to play and will be re-evaluated on the next day. After a brief period of rest (24 to 48 hours after injury), the Concussed Player is encouraged to become gradually and progressively more active as long as these activities do not cause or worsen symptoms. The Player follows a graduated return to play strategy with at least 24 hours (or longer) for each stage. If any symptoms worsen during exercise, the athlete should go back to the previous step, this is subject to the recommendations of a medical professional.

<u>Stage</u>	<u>Aim</u>	<u>Activity</u>	<u>Goal of each step</u>
1	Symptom-limited activity	Daily activities that do not provoke symptoms	Gradual re-introduction of work/school activities
2	Light aerobic exercise	Walking or stationary cycling at slow to medium pace. No resistance training	Increase heart rate
3	Sort specific exercise	Running or skating drills. No head impact activities	Add movement
4	Non-Contact training drills	Harder training drills. The player may start progressive resistance training	Exercise, co-ordination, and increased thinking
5	Full Contact practice	Following medical clearance, participate in normal training activities	Restore confidence and assess functional skills by coaching staff
6	Return to Play	Normal game play	

Each club will appoint a person in his Club who can monitor the above Return to Play Protocols. Concussed Players returning to the ice in step 3 should wear a red bib and step 4 a yellow bib over his/her Jersey during practice to ensure Coaches and Other Players respect the above rules.

The first Aider will inform the Player's Team Manager that the Player will not return and request the Team Manager/Volunteer/Parent to stay with the Player in First Aid Room for rest of game to keep monitoring the Player. Athletes with a suspected Concussion should not be left alone.

It is the Team Managers responsibility to inform his/her Club of any Concussions sustained during a game.

This will allow first Aider to return to his/her post to monitor the Players on the Ice for the rest of the game.

It is recommended that, in all cases of suspected Concussion, the Player is referred to a Medical Professional for diagnosis and guidance as well as return to Play decisions, even if the symptoms resolve.

Seek Immediate Medical Attention if:

- Headache is worse or does not go away.
- Slurred speech, weakness, numbness, or decreased co-ordination
- Significant nausea or repeated vomiting
- Seizures
- Loss of consciousness
- Inability to wake up.
- Symptoms have worsened at any time.
- Symptoms have not gone away after 10-14 days.
- History of multiple concussions

iv. Other injuries,

First Aider will stabilise player until a Medical Assessment can be done, subject to the recommendation of Medical Professionals.

- **Do not remove helmet.**
- **Do not remove skates.**
- **Do not remove protective kit.**

In many instances the protective gear assist in stability of injury.

Call Local Ambulance Service (each First Aider should have the Local Ambulance Services Contact Numbers with them at all times. They should also know which Hospital is closest to Rink and have contact information at hand.

v. Reporting:

After each game, the appointed first aider will complete an incident report and provide it to the timekeeper to upload with scoresheet to google drive. Reporting should be done on the IIHF reporting template, as used by GIHA and SAIHF.

Each first aider will have the following available to them:

- Pocket concussion protocol tool
- Sport Concussion Assessment tool – SCAT
- Child Sport Concussion Assessment tool – Child SCAT
- Injury report form

vi. Disciplinary action will be taken against any Coach/Manager/Player who ignores the rules as set out above and allows a Player to return to play against the recommendation of the First Aider.

42. Anti-doping

The use of doping substances or doping methods to enhance performance is fundamentally wrong and is detrimental to the overall spirit of sport. Drug misuse can be harmful to an athlete's health and to other athletes competing in sport. It severely damages the integrity, image, and value of sport, whether or not the motivation to use drugs is to improve performance. To achieve integrity and fairness in sport, a commitment to clean sport is critical.

The SAIHF and GIHA subscribe to the IIHF Policies with regards to Anti-Doping. The IIHF is signatory to the World Anti-Doping Agency (WADA) Code. WADA is the Governing Body in the fight for a doping-free sporting environment.

GIHA supports the SAIHF and IIHF to keep our players free of performance enhancing drugs (doping) and embraces the principles of testing consistent with the world anti-doping agency (WADA).

Our mission:

Preserve the concept of fair play.

- Protect clean athletes.
- Effective and efficient testing.

- High standards based on intelligent testing.
- Educate and inform,
- Encourage athletes, Coaches, and Doctors to say no to doping.

Any player who is a member of GIHA/SAIHF may be required to undergo doping control at any time. Doping controls may include samples of blood and urine. No advance information is given as to when controls will take place.

i. Definition of Doping:

Doping is not only taking a prohibited substance. Doping is defined as the occurrence of one or more the following anti-doping rule violations:

- Presence of a prohibited substance in an athlete's sample.
- Use or attempted use of a prohibited substance or method.
- Refusing to submit to sample collection after being notified.
- Failure to file athlete whereabouts information and missed tests.
- Tampering with any part of the doping control process.
- Possession of a prohibited substance or method.
- Trafficking a prohibited substance or method.
- Administering or attempting to administer a prohibited substance or method to an athlete.
- Prohibited association with athlete support personnel who has engaged in doping.

ii. Consequences of Doping.

Athletes should be aware that doing can have severe health and social consequences.

- Health consequences. Substances and methods used to dope have health consequences. Many can lead to severe health issues or even death.
- Medications are for people with health issues and were not developed for healthy athletes. Even medications purchasable in pharmacies are not approved to be used in higher doses or in combination with other substances.
- All medications have side effects and can damage your body when your body does not need them.
- Not only substances can have a negative effect on your body, but also the type of administration. If you use syringe to dope, you have a higher risk of developing infectious diseases as HIV/AIDS and Hepatitis.

iii. Social Consequences.

Social consequences of committing anti-doping rule violations and receiving a sanction may include:

- Wiping out of previous achievements
- Damaged relationships with friends and family
- Isolation from peers and sport
- Damage to future career prospects
- Effects on emotional and psychological well-being.
- Loss of credibility and respect.
- Loss of sponsorship deals.
- Loss of income

iv. **Legal Consequences and Sanctions**

- A Player or Staff member committing an anti-doping rule violations may be suspended for two to four years and multiple violations lead to longer sanctions, even to lifetime ineligibility.
- Doping can have additional consequences for the Team you are playing for. Your Team may be imposed with loss of points, disqualification from a competition or event, or other sanctions.

v. **Harm of doping to the spirit of sport**

Besides the consequences for a doped athlete (and maybe his team), doping additionally damages the integrity, image, fairness, and value of sport.

If you take banned substances, you do not only cheat yourself, your team, and your fans. You betray the sport you love and dedicated so much of your life to.

vi. **Prohibited List**

The Prohibited List identifies substances and methods prohibited in-competition, at all times (i.e., in- and out-of-competition) and in particular sports. Substances and methods are classified by categories (e.g., steroids, stimulants, masking agents). The list is updated annually following an extensive consultation process facilitated by WADA.

It is each Athlete's responsibility to ensure that no prohibited substance enters his/her body and that no prohibited method is used. It is the parent and player's responsibility to disclose to the coach, manager, medical officer, all medication and substances that they are taking.

Since Ice Hockey is a social sport and therefore social drugs can be a problem, the IIHF provides a [factsheet](#) with a description of common recreational (social) drugs and the consequences they can have on the mind and body.

Many of the substances on the Prohibited List have no medical application, but for those that do, the list only contains the generic names of the pharmaceutical substances; the list does not contain brand names of the medications or synonyms, which vary from country to country. **Before taking any medication, please make sure to check with your prescribing physician that it does not contain a prohibited substance.**

The IIHF will only allow an athlete to use a prohibited substance for Medical Reasons if the athlete has a valid Therapeutic Use Exemption (TUE) for the substance that the IF has granted or recognized (see below Therapeutic Use Exemptions).

- **Check that the generic name or International Non-proprietary Name (INN) of any active ingredient is not prohibited under the Prohibited List ('in-competition only' or at 'all times').** For example, Modafinil (INN) is prohibited in-competition according to the Prohibited List and is in sold in English-speaking countries under brand names such as Alertec®, Modavigil® and Provigil®. These brand names do not appear on the List.
- **Check that the medication does not contain any pharmaceutical substances that would fall within a general category that is prohibited.** Many sections of the Prohibited List only contain a few examples and state that other substances with a similar chemical structure or similar biological effect(s) are also prohibited.
- **Be aware that intravenous infusions and/or injections of more than 100mL per 12-hour period are prohibited, regardless of the status of the substances.**
-

v. **Therapeutic Use Exemption:**

Athletes, like all others, may have illnesses or conditions that require them to take particular medications. If the medication an athlete is required to take to treat an illness or condition happens to fall under the List, a Therapeutic Use Exemption (TUE) may give that athlete the authorization to take the needed medicine. The criteria for granting a TUE are:

- a) The Prohibited Substance or Prohibited Method in question is needed to treat an acute or chronic medical condition, such that the Athlete would experience a significant impairment to health if the Prohibited Substance or Prohibited Method were to be withheld.
- b) The Therapeutic Use of the Prohibited Substance or Prohibited Method is highly unlikely to produce any additional enhancement of performance beyond what might be anticipated by a return to the Athlete's normal state of health following the treatment of the acute or chronic medical condition.
- c) There is no reasonable Therapeutic alternative to the Use of the Prohibited Substance or Prohibited Method.
- d) The necessity for the Use of the Prohibited Substance or Prohibited Method is not a consequence, wholly or in part, of the prior Use (without a TUE) of a substance or method which was prohibited at the time of such Use.