



GREATER SEATTLE HOCKEY LEAGUE

LEAGUE GUIDELINES & SUPPLEMENTAL RULES

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Welcome to the **Greater Seattle Hockey League** (herein after referred to as “the GSHL” or simply “GSHL”). Since 2001, the GSHL has grown into the largest adult recreational ice hockey league in the Pacific Northwest. With nearly 2,000 players registered and almost 100 teams across 16 divisions & subdivisions, the GSHL is also one of the largest adult hockey leagues in the United States.

GSHL wants to provide a fun and exciting relational hockey league for adult players of all skill levels. Whether you’ve played for years or never strapped on skates, the GSHL works hard to have parity within each division while still challenging players to build skill.

The GSHL is sanctioned by USA Hockey, Inc. (“USA Hockey”) and follows -- at a minimum -- the Official Rules of Ice Hockey set forth by USA Hockey. The Official Rules of Ice Hockey can be found by visiting <http://www.usahockey.com/rulesandresources>. The GSHL also has additional guidelines and rules that enhance, or supplement, the Official Rules of Ice Hockey. The GSHL reserves the right to change the following guidelines and supplemental rules at any time and the GSHL is the final arbitrator on how these guidelines and supplemental rules will be interpreted, applied and enforced.

GSHL Guidelines

Joining the GSHL

Anyone aged 18-years and older that are interested in joining the GSHL should complete a New Player Application via the league’s website at GSHockey.com. New players may be placed on teams formed by the GSHL or may be picked up by existing teams through the league’s pre-season player draft.

All active and returning players must register with and keep current both a GSHL and USA Hockey membership. The annual USA Hockey membership fee varies each season and is posted on <https://www.USAHockey.com/Membership>. USA Hockey requires renewal in August of each year. Registering with USA Hockey provides players with several benefits, including supplemental insurance coverage for incidents that may occur during USA Hockey-sanctioned events/games (including all GSHL-sanctioned games, practices and events). The GSHL membership fee will be listed in Dash during the registration process and will cover a 12-month period from the time it is acquired.

Evaluation Skates & Player Drafts

Prior to the beginning of each season (Fall/Winter and Spring/Summer), the GSHL will conduct three (3) to five (5) complimentary evaluation skating sessions. During these sessions, participants will be put through several drills (skating, shooting, passing, etc.)

followed by a light scrimmage. League officials will assess participants skills and place participants in the appropriate division based upon assessed skill level. After the final evaluation, captains from teams looking for new players in the league will conduct a draft based on player rankings. The captain of the team drafting new players will contact their drafted player after the captain's draft.

Registration and Dues

The GSHL works off a team-dues based methodology. The team-dues are determined by the league prior to the start of each season and each team captain is responsible for determining how these dues will be paid by players. All teams and players are responsible for timely payment of all dues for each season prior to a date specified by the league. Failure to pay complete dues can result in disciplinary actions, including suspension of the captain and the team's removal from the schedule of future games.

Captains

Each team in the GSHL shall elect a team captain, and ideally one or two alternate captain(s), who are both responsible for organizing the team, managing and collecting player dues and serving as the main point of contact with league personnel. Captains are also the main point of contact with game officials (both on- and off-ice) during GSHL games. The GSHL strongly encourages teams to elect a player who shows responsibility and dedication to their team and the mission statement, ideals, and diversity and inclusion of the GSHL. A captain does not have to be the best player on the team. To the contrary, the best captains are sometimes the least skilled players.

The GSHL recommends that captains attach a small letter "C" to the upper left portion of their jerseys to clearly indicate their role on the ice. If a captain is not present for a game, the player taking that responsibility should be noted on the roster that is submitted to the scorekeeper prior to the start of the game. Additionally, if a team has elected an alternate captain, it is recommended that they are indicated with a letter "A" on their jersey.

Rosters

1. The maximum number of players that may be on any team is twenty-two (22) skaters plus two (2) goaltenders. The minimum number is nine (9) skaters plus one (1) goaltender.

2. The team's final or official roster will be due at a date specified by the GSHL. No changes will be allowed to a team's official roster during a season without prior written approval by the GSHL.
3. Teams that deviate from their official roster without prior GSHL approval will be penalized, including, but not limited to, suspension of the team captain, forfeiture of wins, prohibition from playoffs and expulsion from the GSHL. It is the responsibility of each team captain (or his/her alternate) to know and follow the rules regarding illegal players, as penalties for violating these rules can be severe.
4. A copy of the official team roster must be provided to the scorekeeper before the start of every game. Each player in uniform must be clearly noted, including jersey number. Please note that while players may have the same number on the season roster, no two players may wear the same number during any single league game.
5. Failure to turn in a roster prior to the start of a regular-season or playoff game will result in a bench minor penalty being issued to the violating team (see Penalties > Length and Number of Penalties > P. 6).

Jerseys

1. Each team is responsible for obtaining two jerseys for each player.
2. One jersey must be predominantly white (the "home" jersey) and the other must be a solid color and/or combination of colors (the "away" jersey).
3. Yellow or gray jerseys are not acceptable as both home and away colors.
4. All jerseys, except for the logo, can be any shade of the same color. It is not required that the jersey be an exact match in all details.
5. While goaltenders will be allowed to wear non-matching jerseys, goaltenders are requested that they have one dark and one white jersey available, especially when substituting for teams.
6. Teams are encouraged to obtain exact matching jerseys complete with matching logos, matching hockey socks and player names and numbers on the back.
7. Each player's jersey must have the player's number permanently affixed to the back. Please note the following specific requirements regarding numbers:
 1. Taped and/or hand-written numbers are not acceptable.
 2. Different players may not wear the same number within the same game.
8. If a player has lost/misplaced or otherwise forgotten their numbered jersey, a blank jersey is not an acceptable substitute. The player will be responsible for finding a like-color jersey to participate in the game.
9. Teams must follow these jersey requirements per the schedule below:
 1. Fall/Winter Season: Waived for the first three (3) games. Must comply by fourth (4th) game.

2. Spring/Summer Season: Waived for first two (2) games. Must comply by third (3rd) game.
10. Teams and players who do not meet these requirements may not be allowed to participate in league games until they comply.

Team Rankings / Seeding

At the start of each season, the GSHL will rank (seed) each team, based on skill level, to place each team in an appropriate division of play. The goal of seeding is to have teams of similar skill levels in the same tier (division) and to allow teams of similar skill to play each other. Seeding is made at the sole discretion of the GSHL. The GSHL may use games early in a season to help determine the proper level of play for teams.

The number of divisions may vary for each season, as will the number of teams in each division. At any time during the season, the GSHL reserves the right to move any team to a different division if it becomes apparent that the initial seed was not appropriate.

Beer/Alcohol Policy

The GSHL strives to be a high caliber adult recreational ice hockey league and does not endeavor to be a “beer league”. To that end, both USA Hockey and the GSHL prohibit players from consuming beer/alcohol prior to and during any game and at the arena after a game (USA Hockey Official Rules of Ice Hockey 601(g) - Alcohol, tobacco, smoking on bench). Certain playing arenas that the GSHL uses specifically prohibit beer/alcohol from being consumed on premises due to liquor permitting. If teams are caught consuming beer/alcohol prior to a game, during a game, and/or at an arena that prohibits beer/alcohol, there can be severe penalties to the GSHL and, subsequently, the team(s) involved (including the captain(s)).

Game Forfeiture Policy

If a team feels the need to forfeit (a) game(s) during the regular and/or playoff season, regardless of reason, the forfeiture will result in an automatic forfeiture of the team’s final season game. In addition, the forfeiting team will receive two (2) fewer Games Played and two (2) losses recorded in their standings. The team forfeiting their upcoming game will not be eligible for a make-up game, or to play their last scheduled game of the season. The only exception to this policy is if a team(s) game schedule was posted with fewer than thirty (30) calendar days from the date of the forfeiting game.

USA Hockey Official Rules of Ice Hockey

The Official Rules of Ice Hockey with USA Hockey remain in effect always. These official rules can be found by visiting <http://www.usahockey.com/rulesandresources>. However, the following rules set forth by the GSHL go above and beyond the Official Rules of Ice Hockey set by USA Hockey.

Playing Equipment

The GSHL does not rent, loan or otherwise supply any equipment/gear to players or participants. To understand what equipment/gear one might need, the league has prepared a detailed list for both Skaters and Goaltenders.

1. All players are required to wear face and mouth protection. The following are acceptable:
 - i) Full metal or plastic helmet cage (bubble) or,
 - ii) Half shield/visor.
2. The GSHL strongly encourages all players to use a mouth guard.
3. Players failing to wear acceptable face protection, and players whose chin straps are not fastened, will not be permitted to play in any game until the requirements are met. Referees may also assess penalties for non-compliance.
4. The GSHL reserves the right to allow players in certain divisions (typically higher-skilled) to have the option to play without face protection. However, the GSHL strongly encourages all players to wear appropriate face protection for all league games regardless of division.
5. The GSHL strongly encourages players to wear all other available protective equipment (gloves, shoulder pads, elbow pads, shin pads, protective cup/jill, ice pants, and hockey socks).

Game Format

All GSHL games are conducted in the following format:

Regular Season

1. Teams will be allowed no less than five (5) minutes of warm-up time prior to the game beginning. This warm up time will begin at the scheduled game time or when the ice resurfer has concluded cleaning the ice and the doors to rink have been closed, whichever is sooner. Players and pucks are not permitted on the ice surface while the rink doors are open.

2. The first and second periods will be 18 minutes in length with a “running” clock. The third period will also be 18 minutes in length but with a “stop” clock.
3. The final 30 seconds in the first and second periods will have a “stop” clock.
4. If a game ends in regulation with a tie score, there will be no overtime and each team will receive one point in the standings.

Playoff Games

1. The first and second periods will be 18 minutes in length with a “running” clock. The third period will be 15 minutes in length with a “stop” clock.
2. The final 30 seconds in the first and second periods will have a “stop” clock.
3. Playoff games that end with the score tied after regulation will immediately proceed to a five-minute, five-on-five, sudden-death overtime period. The overtime will be played under a running clock. If after the five minutes have been played and the game is still tied, the game shall proceed to a shootout. The following format is used.
 1. The home team has the option to shoot first or second.
 2. Teams are not required to turn in the list of shooters prior to the start of the game.
 3. Each shooter will take a penalty shot on the opposition goaltender. After his/her attempt, the player will skate to the opposite side of the rink, so it is clear s/he has taken a shot.
 4. If, after five shooters from each team, the game is still tied, the format will be “sudden-death” with each team having one attempt until a winner is decided.
 5. Every player must attempt a shot before a team can reuse players. The only exception to this rule is if a team has more players in uniform than its opposition. Once the opposition has used all its players, the team with the greater number of player may reuse shooters.
 6. Players serving minor penalties are eligible. Ejected players and those serving majors penalties, 10-minute penalties and double-minor penalties are not permitted to participate in the shootout.

Playoff Seeding Tie Breakers

The following standings will be utilized for playoff seeding tie breakers:

1. Points
2. Most Wins
3. Least Goals Against
4. Most Goals For
5. Fewest Penalty Minutes

6. Coin Toss

Penalties

The GSHL will not tolerate malicious, unsportsmanlike conduct and/or violent behavior. The GSHL will strictly enforce the rules on penalties. Penalties/suspensions are cumulative. Penalties/suspensions incurred during the regular season will carry over into the playoffs and, if necessary, into the following season in which the player plays. Additionally, when faced with exceptional team and/or player misconduct, the GSHL reserves the right to increase any of the following penalties, up to, and including, ejecting the team and/or player(s) from the GSHL without a refund.

Length and Number of Penalties

1. During the first two periods, minor penalties will be three (3:00) minutes, major penalties will be seven (7:00) minutes and misconduct penalties will be twelve (12:00) minutes in length.
2. During the third period, minor penalties will be two (2:00) minutes, major penalties will be five (5:00) minutes and misconduct penalties will be ten (10:00) minutes in length.
3. All penalties (minor, major and misconduct) that start in the second period and continue into the third period will have the remaining time reduced by one-third at the start of the third period. For example: a minor penalty that starts with 30 seconds left in the second period. There would be 2:30 left at the beginning of the third period. 2:30 is 150 seconds and one-third off is 50 seconds. That leaves 100 seconds left which is 1:40.
4. Penalties will not be expanded (e.g. increased by one-third) if the game goes into overtime or if the third period goes to run time due to goal differential, limited time remaining in time slot or for any other reason.
5. If a penalty occurs during the third period in a run time situation or in overtime, minor penalties will be two (2:00) minutes, major penalties will be five (5:00) minutes and misconduct penalties will be ten (10:00) minutes in length.
6. If a team is penalized for not turning in a roster (see [GSHL Guidelines > Roster](#)), that penalty will be three (3:00) minutes in length. It will be recorded as a bench minor penalty for delay of game. If present, the captain or his/her alternate, will serve the penalty. If the captain and alternate(s) are not present, any player picked at random will serve the penalty and fill out the roster.
7. If in a delayed penalty situation, a goal is scored before the penalty is called, the penalty still needs to be recorded on the scoresheet and that penalty will count as one penalty towards the three-penalty limit (see Player Penalties and Game

Suspensions (Minor)). The penalty will not be served due to the goal being scored.

8. Double minors always count as two penalties towards the three-penalty limit.
9. If a player commits a penalty that results in a penalty shot, that penalty will be recorded on the scoresheet and will count as one penalty towards the three-penalty limit. The penalty will not be served due to the penalty shot being given.
10. When a bench minor penalty is given, the player serving it does not have that penalty count towards the limit of three penalties in a game. It will be recorded on the scoresheet and in the league statistics website as a bench minor with the number of the player who serves it.

Player Penalties and Game Suspensions (Minor)

1. A player who receives three (3) minor penalties in one game will be ejected for the duration of the game upon receiving the third penalty. (Amendment 1 to USA Hockey Official Rules of Ice Hockey 401 Section (b): Penalties.)
2. A player who receives three (3) minor penalties more than three times in a 12-month period will receive additional discipline according to the following schedule. The player will serve the suspension during his/her team's next game. (Amendment 2 to USA Hockey Official Rules of Ice Hockey 411 Section (a).

Progressive Suspensions.)

1. 4th occurrence: One-game suspension
2. 5th occurrence: One-game suspension
3. 6th occurrence: Two-game suspension
4. 7th occurrence: Four-game suspension
5. 8th occurrence: Mandatory disciplinary committee meeting to determine length of suspension

Player Penalties and Game Suspensions (Major and Misconduct)

1. A player who receives any major penalty will automatically receive a Game Misconduct and will be suspended/ejected for the duration of the game. The player will also be penalized for the Game Misconduct. The penalty for a Major and Game Misconduct will be determined by GSHL, but it will not be less than a two (2) game suspension. There is one exception: if a referee feels strongly that the major penalty was unintentional/accidental, the suspension can be reduced to one (1). This is dealt with on a case by case basis. (Amendment 3 to USA Hockey Official Rules of Ice Hockey 403 Section (b). Major Penalties.)
2. A player who receives two (2) Major and Game Misconduct penalties in 12-month period will be subject to a penalty to be determined by GSHL that will not be less than a four (4) game suspension. This suspension will be served in addition to the

suspensions incurred for each Game Misconduct. (Amendment 4 to USA Hockey Official Rules of Ice Hockey 404. Misconduct Penalties.)

3. A player who receives three (3) Major and Game Misconduct penalties in a 12-month period will be subject to a penalty to be determined by GSHL that will not be less than a 20-game suspension. (Amendment 5 to USA Hockey Official Rules of Ice Hockey 404. Misconduct Penalties.)

Player Penalties and Game Suspensions (Fighting)

1. A player who receives two Fighting penalties in one year will be suspended/ejected for the duration of the game upon receiving the second Fighting penalty. The player will also be subject to a penalty to be determined by GSHL that will not be less than a 4-game suspension. (Amendment 5 to USA Hockey Official Rules of Ice Hockey 615. Fighting.)
2. A player who receives three Fighting penalties in a 12-month period will be suspended for not less 20 games. This suspension carries with it a mandatory resubmission of the New Player/Free Agent Application and corresponding registration fee upon completion of the suspension. (Amendment 6 to USA Hockey Official Rules of Ice Hockey 615. Fighting.)

GSHL Supplemental Rules

Supplemental Rule 1: Suspended Players

1. A player who receives a total of 20 game suspensions will be treated as a new player who must re-apply and pay a fee to play again in the GSHL. The GSHL reserves the right to refuse to allow a player to return to the league, and under no circumstances, will any player trying to return from an extended suspension be guaranteed a spot on any GSHL team.
2. Any player who satisfies assessed game suspensions that extended beyond the end of the season in which the suspensions were incurred will be treated as a new player. The player must complete the New Player/Free Agent Application and pay the New Player/Free Agent season fee. The GSHL reserves the right to refuse to allow the player to return to the league, and under no circumstances, will any player trying to return from an extended suspension be guaranteed a spot on any GSHL team.

Supplemental Rule 2: Replacing Suspended Players

1. Teams must maintain the required minimum number of players described above. If, because of a player suspension that extends for the balance of the season, causes the team to fall below this number, the team may replace the necessary player(s) with prior GSHL approval. Alternatively, the GSHL may assign players to the team roster to help the team meet the minimum player requirements.

Supplemental Rule 3: Ineligible Players

1. The GSHL will strictly enforce the roster requirements discussed above. Only players registered with USA Hockey and the GSHL will be allowed on any team's official roster.
2. Except for goaltenders or players replacing a suspended player, only players on a team's official roster that have played in at least 40% of the regular season's games will be qualified to play in playoff games. Captains should consult with the GSHL to confirm player eligibility.
3. If at any time during a game or after a game a team is caught with any players not on the team's official roster, players serving a suspension or other penalty, or similar misconduct, the offending team will forfeit the game. If discovered during the game, the forfeit will be immediate and will occur regardless of the score. The captain of the offending team will be suspended for not less than two (2) games. NOTE: This suspension will be issued to the team captain, regardless of whether s/he is present for that game or not.
4. Any team caught violating this rule a second time in a season will be banned from any playoff games, regardless of the team's ranking. The Captain of the team will be suspended for no less than ten (10) games.
5. Any team caught violating this rule a third time in a season will forfeit the balance of the season and will be barred from play.
6. Any team caught violating this rule during the playoffs will be suspended from further play.
7. All players should bring photo identification to the game. Players may be asked to show this ID to any scorekeeper or referee that asks for it. If a captain wishes to challenge an opposing player's identity, s/he should go to a referee who will instruct the player to produce his/her ID. This does not need to happen before the game. It can happen before the game but if the challenge is brought up after the game starts the game will continue and the player should show his/her ID directly after the game. Challenges should be reasonable, and no one should be asking a whole team for ID. Challenges may come from an opponent, scorekeeper, referee or league official.

Supplemental Rule 4: "Gretzky Rule"

1. In games between teams from divisions 6 and 7, and any subdivisions from within, no player may be allowed to score more than three (3) goals in a single game. When a player has scored three (3) goals, the scorekeeper shall notify the on-ice officials, who will notify both teams that the player has scored three (3) goals.
2. If a player scores a fourth (4th) goal in a single game, the goal shall be disallowed, and the player will be assessed a minor penalty for unsportsmanlike conduct.
3. At the start of each season, until teams have been seeded, games will be played without enforcing the Gretzky Rule, even if the team(s) have traditionally been in divisions 6 and 7, and any subdivisions from within.

Zero Tolerance for Harassment and Discrimination

Objective

Aligning with its mission statement, the GSHL is also committed to providing an environment in which all players, coaches, referees, scorekeepers and employees (herein after referred to as "Individual(s)") are treated with respect and dignity. Every Individual has the right to play and work in a professional atmosphere that promotes equal playing and working opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, the GSHL expects that all relationships among all Individuals will be safe, fun, and positive, and free of bias, prejudice and harassment.

The GSHL has developed this policy to ensure that all Individuals can play and work in an environment free from unlawful harassment, discrimination and retaliation. The GSHL will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.

Any Individual who has questions or concerns about these policies should speak with Andy Cole.

These policies should not, and may not, be used as a basis for excluding or separating any Individual(s) due to race, color, religion, national origin, gender, or sexual orientation, from participating in the league, league events, social activities or discussions. In other words, no one should make the mistake of engaging in discrimination or exclusion to avoid allegations of harassment. The law and the policies of the GSHL prohibit disparate treatment based on race, color, religion, national origin, gender, and sexual orientation or any other protected characteristic, with regard to terms, conditions, privileges and perquisites of participation in the GSHL. The prohibitions against harassment, discrimination and retaliation are intended to complement and further those policies, not to form the basis of an exception to them.

Diversity and Inclusion Statement

Hockey is for Everyone™ uses the game of hockey - and the National Hockey League's global influence - to drive positive social change and foster more inclusive communities.

The GSHL is an adult hockey community committed to sharing values of diversity and inclusion to achieve and sustain player excellence. The GSHL firmly believes that we can best promote player excellence by recruiting and retaining a diverse group of players, coaches, referees and scorekeepers, by creating a climate of respect that is supportive of each other's success and provide equal playing opportunity to people of all race, color, religion, national origin, gender, and sexual orientation. This climate for diversity, inclusion and excellence is critical to maintaining a league that is safe, fair and fun for all.

Simply put, Hockey is for Everyone™.

Retaliation

The GSHL encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of the GSHL to promptly and thoroughly investigate such reports. The GSHL prohibits retaliation against any Individual who reports discrimination or harassment or participates in an investigation of such reports.

Sexual Harassment

Sexual harassment constitutes discrimination and is illegal under federal, state and local laws. For the purposes of this policy, "sexual harassment" is defined as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for example: a) submission to such conduct is made either explicitly or implicitly a term or condition of an Individual's playing status, b) submission to or rejection of such conduct by an Individual is used as the basis for player decisions affecting such Individual(s), or c) such conduct has the purpose or effect of unreasonably interfering with an Individual's performance or creating an intimidating, hostile or offensive playing environment.

Sexual harassment may include a range of subtle and not-so-subtle behaviors and may involve Individuals of the same or different gender. Depending on the circumstances, these behaviors may include unwanted sexual advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; commentary about an Individual's body, sexual prowess or sexual deficiencies; leering, whistling or touching;

insulting or obscene comments or gestures; display of sexually suggestive objects or pictures; and other physical, verbal or visual conduct of a sexual nature.

Harassment

Harassment based on any other protected characteristic is also strictly prohibited. Under this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward (an) Individual(s) because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, marital status, citizenship, genetic information, or any other characteristic protected by law, or that of his or her relatives, friends or associates, and that: a) has the purpose or effect of creating an intimidating, hostile or offensive environment, b) has the purpose or effect of unreasonably interfering with an Individual's performance, or c) otherwise adversely affects an Individual's playing opportunities.

Harassing conduct includes epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and written or graphic material that denigrates or shows hostility or aversion toward (an) Individual(s) or group(s) that is placed on walls or elsewhere on GSHL premises or circulated using email, phone (including voice messages), text messages, social networking sites or other means.

Individuals and Conduct Covered

These policies apply to all Individuals within the GSHL, including registered GSHL players/members, coaches, referees, scorekeepers, and employees, whether related to conduct engaged in by fellow Individuals or by someone not directly connected to the GSHL (e.g., an outside vendor, consultant, coach, or potential player).

Reporting an Incident of Harassment, Discrimination or Retaliation

The GSHL encourages reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. Individual(s) who believe that they have been the victim of such conduct should discuss their concerns with their team's captain, or Andy Cole, GSHL's league manager. See the complaint procedure described below.

In addition, the GSHL encourages Individuals who believe they are being subjected to such conduct to promptly advise the offender that his or her behavior is unwelcome and to request that it be discontinued. Often this action alone will resolve the problem. The

GSHL recognizes, however, that an Individual may prefer to pursue the matter through complaint procedures.

Complaint Procedure

Individuals who believe they have been the victims of conduct prohibited by this policy or believe they have witnessed such conduct should discuss their concerns with their team captain, or Andy Cole, GSHL's League Manager

The GSHL encourages the prompt reporting of complaints or concerns so that rapid and constructive action can be taken before relationships become irreparably strained. Therefore, while no fixed reporting period has been established, early reporting and intervention have proven to be the most effective method of resolving actual or perceived incidents of harassment.

Any reported allegations of harassment, discrimination or retaliation will be investigated promptly. The investigation may include individual interviews with the party(ies) involved and, where necessary, with Individuals who may have observed the alleged conduct or may have other relevant knowledge.

The GSHL will maintain confidentiality throughout the investigatory process to the extent consistent with adequate investigation and appropriate corrective action.

Retaliation against (an) Individual(s) for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy and, like harassment or discrimination itself, will be subject to disciplinary action, up to and including, removal from the league entirely. Acts of retaliation should be reported immediately and will be promptly investigated and addressed.

Misconduct constituting harassment, discrimination or retaliation will be dealt with appropriately and will be classified under the Player Penalties and Game Suspensions (Fighting) rules.

If a party to a complaint does not agree with its resolution, that party may appeal to Andy Cole, GSHL's league manager

False and malicious complaints of harassment, discrimination or retaliation (as opposed to complaints that, even if erroneous, are made in good faith) may also be classified under the Player Penalties and Game Suspensions (Fighting) rules.

Appeals Process: Player Suspension

1. GSHL accepts official appeals of any suspension of three (3) games or more. One (1) and two (2) game suspensions are generally not appealable, but players are welcome to submit additional information regarding these lesser suspensions. Any player, either individually or through the team captain, may appeal the three (3) game or more suspensions assessed by the GSHL within seven (7) days of the suspension being issued. The appeal must be in writing and sent to the GSHL Disciplinary Board. Email is acceptable. Email: admin@gshockey.com
2. The appeal must clearly and concisely explain why the player believes the suspension was inappropriate and should identify any witnesses to the event. The GSHL does not consider challenges to a referee's call to be a valid basis for an appeal.
3. The GSHL Disciplinary Board will review the appeal. At its discretion, the GSHL may elect to interview witnesses or have them submit statements regarding the suspension.
4. Under no circumstances should league representatives, officials, scorekeepers, etc. be approached to discuss the suspension. Such conduct may be considered harassment and the player initiating the conduct may be penalized. Only written appeals will be considered. Please direct all appeals to Andy Cole, by phone or email.
5. The player will be barred from play and serve the assessed suspensions while the appeal is pending. The GSHL will endeavor to respond to any appeal in a timely fashion.

Reservation of Rights

1. The GSHL is committed to providing a safe, fun and successful league. As a result, the GSHL reserves the right to suspend, expel or otherwise prevent any player from playing in the league, if the GSHL determines, in its sole discretion, to be detrimental to the safe and successful operation of the league. The GSHL also reserves the right to refuse or deny a New Player/Free Agent or New Team Application of any prospective player or team that the GSHL determines, in its sole discretion, to be detrimental to the safe and successful operation of the league.
2. The GSHL reserves the right to change these Guidelines & Supplemental Rules at any time, with or without notice. Teams and players are encouraged to check the Team Resources intranet throughout the season for any updates to these Guidelines & Supplemental Rules.

Guidelines & Supplemental Rules Disclaimer

The guidelines and/or supplemental rules set forth herein are designed to provide for the orderly conduct of adult recreational ice hockey to establish minimum acceptable requirements for such events. These guidelines and supplemental rules, in addition to those set forth by USA Hockey, Inc., shall govern the condition of all events and by participating in these events, all participants are deemed to have complied by these rules. **NO EXPRESSED OR IMPLIED WARRANTY OF SAFETY SHALL RESULT FROM PUBLICATIONS OF OR COMPLIANCE WITH THESE GUIDELINES AND/OR SUPPLEMENTAL RULES.** They are intended as a guideline for the conduct of the sport and are in no way a guarantee against injury or death to a player, spectator or official. The Greater Seattle Hockey League shall be empowered to permit reasonable and appropriate deviation from any of the specifications herein or impose any further restrictions that do not alter the minimum acceptable requirements. **NO EXPRESSED OR IMPLIED WARRANTY OF SAFETY SHALL RESULT FROM SUCH ALTERATION OF SPECIFICATIONS.** Any interpretation of these rules is left to the discretion of the officials of the Greater Seattle Hockey League and USA Hockey. Their decision is final.