



KRAKEN HOCKEY LEAGUE

LEAGUE GUIDELINES & SUPPLEMENTAL RULES

League Guidelines & Supplemental Rules Contents

Welcome to the Kraken Hockey League	3
Kraken Hockey League Guidelines	4
Joining the Kraken Hockey League	4
Evaluation Skates & Player Drafts	4
Captains.....	5
Registration and Dues	5
Team Rosters	6
Jerseys	7
Team Seeding	8
Game Forfeiture Policy	8
Refund Policy.....	8
USA Hockey Official Rules of Ice Hockey.....	9
Playing Equipment.....	9
Game Format.....	10
Regular Season.....	10
Playoff Games.....	10
Penalties.....	11
Length and Number of Penalties	11
Player Penalties and Game Suspensions (3 Penalties in 1 Game)	12
Player Penalties and Game Suspensions (Major and Misconduct)	13
Kraken Hockey League Supplemental Rules.....	14
Supplemental Rule 1: Suspended Players.....	14
Supplemental Rule 2: Replacing Suspended Players.....	14
Supplemental Rule 3: Ineligible Players & Playoff Eligibility	14
Supplemental Rule 4: “Gretzky Rule”.....	16
Zero Tolerance for Harassment and Discrimination	17
Diversity and Inclusion Statement.....	17
Retaliation.....	18
Sexual Harassment	18
Harassment	18
Individuals and Conduct Covered	19
Reporting an Incident of Harassment, Discrimination or Retaliation	19
Complaint Procedure	19
Appeals Process: Player Suspension	20
Reservation of Rights.....	21
League Guidelines & Supplemental Rules Disclaimer.....	22

Welcome to the Kraken Hockey League

The Kraken Hockey League wants to provide a fun and exciting recreational hockey league for adult players of all skill levels. We host approximately 60 games a week, year-round, as well as Learn to Play Hockey programs, tournaments, and league practices. Whether you have played for years or never laced up a pair of skates, the Kraken Hockey League strives to have programs for everyone and to provide balanced parity within each division while still challenging players to build skill.

The Kraken Hockey League is sanctioned by USA Hockey, Inc. ("USA Hockey") and follows -- at a minimum -- the Official Rules of Ice Hockey set forth by USA Hockey. USA Hockey's Official Rules of Ice Hockey can be found by visiting <http://www.usahockey.com/rulesandresources>.

The Kraken Hockey League also has additional guidelines and supplemental rules contained herein that enhance or supplement the Official Rules of Ice Hockey. The Kraken Hockey League reserves the right to amend and/or change the following guidelines and/or supplemental rules at any time and the Kraken Hockey League is the final arbitrator on how these guidelines and supplemental rules will be interpreted, applied and enforced.

Kraken Hockey League Guidelines

Joining the Kraken Hockey League

To join Kraken Hockey League's 5-on-5 recreational league, anyone aged 18-years and older should register as a new player on the Kraken Community Iceplex DaySmart portal. New players may be placed on teams formed by the Kraken Hockey League -- either directly or through its Learn to Play Hockey programs -- or may be selected by existing teams through the league's 'new player draft' prior to the start of the season. Kraken Hockey League's 40+ Draft League is a re-draft, and registration information will be posted to KrakenCommunityIceplex.com and communicated in advance via email.

All active and returning players must register with and keep current both USA Hockey annual membership and Kraken Hockey League Annual Player Pass prior to participating in any Kraken Hockey League programs.

The annual USA Hockey membership fee varies each season and is posted on USAHockey.com/Membership. USA Hockey registration begins on April 1 annually and covers a 16-month period through August 31 of the following 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.

The Kraken Hockey League Player Pass cost is listed in DaySmart during the registration and renewal process and will cover the same period as USA Hockey. All players must be Kraken Hockey League members. Unregistered, non-members are not permitted to play in the Kraken Hockey League.

Evaluation Skates & Player Drafts

For free agents and players new to the league, they are encouraged to attend one evaluation skate. Prior to the beginning of each season (Winter and Summer), the Kraken Hockey League will conduct a series of 3 to 5 complimentary evaluation skates to help evaluate new, incoming players for its adult recreational and 40+ Draft Leagues. During these series, participants will be put through several drills (skating, shooting, passing, etc.) followed by a light scrimmage. League officials will assess each participants' individual skills and place participants in the appropriate division. Once the series of evaluation skates are complete, captains from teams looking for new players to join their team(s) 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.

Captains

Each team in the Kraken Hockey League shall elect at minimum one team captain, and ideally one or two alternate captain(s), who are all responsible for organizing the team, managing team and player dues, and serving as the main point(s) of contact with the league. Captains and alternate captains are also the main points of contact with game officials (both on- and off-ice) during Kraken Hockey League games. The Kraken Hockey League strongly encourages teams to elect individual(s) who display responsibility and dedication to their team and the ideals, and diversity and inclusion of the Kraken Hockey League. The captain and alternate captain(s) do not have to be the best players on the team. To the contrary, the best leaders are sometimes the least skilled players.

The Kraken Hockey League requests that each captain attaches 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(s) 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(s), it is requested that they are indicated with a letter “A” on their jersey.

Registration and Dues

Traditionally, the Kraken Hockey League works off flat-rate team dues for our adult recreational teams. The team dues for a season 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 distributed to each player. All teams and players are responsible for timely payment of all dues in DaySmart for each season prior to a date specified by the league. Failure to pay complete dues by the date specified can result in disciplinary actions, including late fee(s), the unpaid player(s) inability to participate in play, and/or suspension of the captain, including his/her alternate captain(s). For other programs, including 40+ league practices, Learn to Play, there is a cost associated with the duration of the program.

Team Rosters

1. All players, both skaters and goaltenders alike, whether full-time, part-time, or on a spare/substitute basis, must be USA Hockey registered for the active/current season and be officially registered members with the league. Unregistered, non-membered players with either USA Hockey and/or the Kraken Hockey League, are not permitted.
2. The maximum number of players that may be on any team is 22 skaters plus 2 goaltenders. The minimum number is 9 skaters plus 1 goaltender. All spares/substitutes and half-time players count towards this 24-roster player maximum.
3. At the start of each season, captain's and/or alternate captain(s) should assist the league in the removal of players from the roster that no longer play for their team.
4. A copy of the team's roster must be provided to the scorekeeper before the start of every game. Each player in uniform must be clearly noted, including first & last name, and jersey number. Please note that while players may have the same number on the team's roster, no two players may share the same number during any single league game. On the roster, please list the goaltender first, followed by skaters, in numerical order.
5. Failure to turn in a roster prior to the start of any league game will result in a bench minor penalty being issued to the violating team (see [Penalties > Length](#)).
6. A team's final/official roster on <https://krakenhockeyleague.com/home> will become locked each season, once divisions are finalized/set. No additions and/or changes are permitted to a team's final/official roster during a season without written approval by the Kraken Hockey League.
7. Teams that deviate and/or add new players to their roster (including the invitation of players from a team whose game immediately preceded) without prior written approval from the Kraken Hockey League will be penalized, including, but not limited to, suspension of the team's captain and/or his/her alternate captain(s), forfeiture of wins, prohibition from playoffs and/or expulsion from the Kraken Hockey League altogether.
8. It is the responsibility of each team captain, and his/her alternate captain(s), to know and follow the rules regarding illegal players.

Jerseys

1. Every team is responsible for obtaining two jerseys and socks for each player. Teams are encouraged to obtain matching jerseys complete with matching logos, matching hockey socks and player name bars and numbers on the back.
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 and/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. Each player's jersey must have the player's number permanently affixed to the back. Please note the following requirements regarding numbers:
 - a. Taped numbers are not acceptable.
 - b. Handwritten numbers must be done with a large, felt-tip permanent marker for boldness and visibility.
 - c. Different players may not share the same number within the same game.
6. If a player has lost/misplaced or otherwise forgotten their numbered jersey, the player will be responsible for finding a like-color, numbered jersey to participate in the game. Only 1 blank jersey is an acceptable substitute per team.
7. While goaltenders can wear a non-matching jersey, goaltenders are always encouraged to have one home and one away jersey available.
8. Goaltenders are permitted to wear a duplicate number or blank jersey on the same team (i.e., a goaltender and skater share the same number).
9. Every player is encouraged to come equipped with both jerseys to every game.
10. Teams must follow these jersey requirements per the schedule below:
 - a. Winter Season: Waived for the first 3 games. Must comply by 4th game.
 - b. Summer Season: Waived for first 2 games. Must comply by 3rd game.
11. Teams and players who do not meet these requirements may not be allowed to participate in league games until they comply.

Team Seeding

At the start of each season, the Kraken Hockey League will seed each team based on skill level to place each team in an appropriate division. Traditionally, seeding consists of the first 4 games for Winter season and the first 2 games for Summer season. The goal of seeding is to have teams of similar skill levels in the same division and to allow teams of similar skill to play each other. Seeding is made at the sole discretion of the Kraken Hockey League. The Kraken Hockey League may use stats from a prior season and game stats 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. The Kraken Hockey League reserves the right to adjust/move any team to a different division if it becomes apparent that the initial seed was not appropriate.

Game Forfeiture Policy

Game forfeitures cause significant disruption to league operations. If a team feels the need to forfeit (a) game(s) during any regular and/or playoff season, regardless of reason, the forfeiture will result in an automatic forfeiture of the team's final regular season/playoff game. In addition, the forfeiting team will receive 2 fewer Games Played and 2 losses recorded in their standings. The team forfeiting their upcoming game will not be eligible for a make-up game.

Refund Policy

If a player or participant is absent, becomes injured, relocates, is suspended, ejected from the league, or otherwise vacates a team(s) and/or program(s), with or without reason, during any active and/or prior season, the league does not issue refunds, in whole or part. **ALL SALES ARE FINAL.** A player who must vacate their team(s) should discuss with their team captain options of receiving a potential refund by finding a replacement player(s) to fill his/her vacancy(ies). The team captain may contact the league for assistance if this situation arises.

USA Hockey Official Rules of Ice Hockey

The Official Rules of Ice Hockey with USA Hockey always remain in effect.

These official rules can be found by visiting

<http://www.usahockey.com/rulesandresources>. However, the following rules set forth by the Kraken Hockey League go above and beyond the Official Rules of Ice Hockey set by USA Hockey.

Playing Equipment

The Kraken Hockey League does not rent, loan or otherwise supply any equipment/gear to players or participants. A resource of gear required for hockey is [listed here](#).

1. All players are required to wear face and mouth protection. Full metal or plastic helmet cage (bubble) or Half shield/visor are acceptable.
2. The Kraken Hockey League strongly encourages all players to use a mouth guard.
3. Players failing to wear acceptable face protection, and players whose chin straps are missing or not fastened, will not be permitted to play in any game until the requirements are met. Referees may also assess penalties for noncompliance.
4. The Kraken Hockey League reserves the right to allow players in divisions 1 and 2 only to have the option to play without facial protection (cage, bubble, or half- shield/visor). However, the Kraken Hockey League strongly encourages that all players wear appropriate face protection for all league games regardless of division.
5. The Kraken Hockey League requires that all players wear all other available protective equipment (gloves, shoulder pads, elbow pads, knee/shin pads, protective cup/jill, ice pants, and hockey socks). (USA Hockey Official Rules of Ice Hockey Rule 304. Protective Equipment.)
6. Use of music and video-recording devices while participating as a player on the ice, including wearing of headphones and cameras (i.e., GoPro), is strictly forbidden. Players with such devices will be removed from the game.

Game Format

All Kraken Hockey League games are conducted in the following format:

Regular Season

1. Teams will be allowed no less than 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 Zamboni 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.
 - i. The home team has the option to shoot first or second.
 - ii. Teams are not required to turn in the list of shooters prior to the start of the game.
 - iii. 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.
 - iv. 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.
 - v. 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 opponent. Once the opposition has used all its players, the team with the greater number of players may reuse shooters.

- vi. Players serving minor penalties are eligible. Ejected players and those serving 10-minute misconduct penalties and double-minor (Roughing) 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. Head-to-Head
2. Most Wins
3. Least Goals Against
4. Most Goals For
5. Fewest Penalty Minutes
6. Coin Toss

Penalties

The Kraken Hockey League will not tolerate malicious, unsportsmanlike conduct and/or violent behavior. The Kraken Hockey League 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 Kraken Hockey League reserves the right to increase any of the following penalties, up to, and including, ejecting the team(s) and/or player(s) from the Kraken Hockey League 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 ten (10:00) minutes in length.
2. During the third and/or overtime periods, 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 and/or major) 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. Misconducts will remain ten (10:00) minutes with no reduction.

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 Kraken Hockey League Guidelines > Team 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 captain(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 Penalties > 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 (3 Penalties in 1 Game)

1. A player who receives 3 penalties (including misconducts) in 1 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, Rule 401, Paragraph (b): Penalties.)
2. A player who receives any three (3) penalties (including misconducts) three (3) 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, Rule 411 Paragraph (a). Progressive Suspensions.)
 - a. 3 penalties in a single game (3 occurrences in a 12-month period): 1-game suspension

- b. 3 penalties in a single game (4 occurrences in a 12-month period): 2-game suspension
- c. 3 penalties in a single game (5 occurrences in a 12-month period): 4-game suspension
- d. 3 penalties in a single game (6 occurrences in a 12-month period): 8-game suspension
- e. 3 penalties in a single game (7+ occurrences in a 12-month period): mandatory meeting with disciplinary committee 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 Kraken Hockey League, 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 2 Major and Game Misconduct penalties in a 12-month period will be subject to a penalty to be determined by the Kraken Hockey League that will not be less than a 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 3 Major and Game Misconduct penalties in a 12-month period will be subject to a penalty to be determined by the Kraken Hockey League that will not be less than a 20-game suspension. (Amendment 5 to USA Hockey Official Rules of Ice Hockey 404. Misconduct Penalties.)

Kraken Hockey League 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 re-pay dues to play again in the Kraken Hockey League. The Kraken Hockey League 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 Kraken Hockey League 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 register as a new player and pay the dues for the upcoming season. The Kraken Hockey League 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 Kraken Hockey League 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 a team to fall below this number, the team may replace the necessary player(s) with prior Kraken Hockey League approval. Alternatively, the Kraken Hockey League may assign players to the team roster to help the team meet the minimum player requirements.

Supplemental Rule 3: Ineligible Players & Playoff Eligibility

1. The Kraken Hockey League will strictly enforce the roster requirements discussed above (see [Kraken Hockey League Guidelines > Team Rosters](#)). Only players registered with both USA Hockey and the Kraken Hockey League will be allowed on any team's official roster.
2. If, at any time, during or after a game, a team is identified as having utilized player(s) not on the team's official roster, players serving a suspension or other penalty, and/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 and/or alternate captain(s) of the offending team will be suspended for not less than two (2) games. Note: This suspension will be issued to the team captain and/or alternate captain(s), regardless of whether s/he is/are present for that game.

- a. Any team caught violating this rule a second time in a season will be banned from playoff games, regardless of the team's ranking. The captain and/or alternate captain(s) of the team will be suspended for no less than ten (10) games.
 - b. Any team caught violating this rule a third time in a season will forfeit the balance of the season and will be barred from further play in the Kraken Hockey League without any refund.
3. Except for goaltenders and/or players replacing a suspended player, only players on a team's official roster that have played in at least forty percent (40%) of regular season games will be eligible to play in playoff games. All captains and alternate captain(s) should consult with the Kraken Hockey League to confirm player eligibility. Exceptions to this requirement are not provided.
4. All goaltender substitutions during playoffs must not regularly play, full-time, in any division higher than the team seeking the substitution. (i.e., a division 3A team may not utilize a full-time goaltender who plays in 2B).
5. Goaltender stats, including games played, are separate from those of skaters. To that end, a goaltenders' games played minimum requirement are not enough to participate in a playoff game as a skater, unless they have enough games played separately as a skater.
6. Any team caught violating these rules during the playoffs will be suspended from further play.
7. All players should bring photo identification to the game. Players may be asked to produce ID to any scorekeeper or on-ice official that asks for it. If a captain and/or alternate captain(s) wishes to challenge an opposing player's identity, s/he should go to an on-ice official who will instruct the player to produce his/her ID. This does not need to happen before the game. It may occur before the game, however, if the challenge is brought up after the game begins, the game will continue, and the player will need to produce his/her ID directly after the game. Challenges should be reasonable, and no one should ask an entire team for ID. Challenges may come from an opponent, scorekeeper, on-ice or other league official. If a team challenges a player's eligibility during the game and the player is found to be legitimate immediately, the requesting team will receive a bench minor penalty for Delay of Game. A team can make only one challenge during any stoppage.

Supplemental Rule 4: “Gretzky Rule”

1. In games between teams from within divisions 6 and lower including any subdivisions, as well as 40+ Draft League, at no time may a player be allowed to score more than 3 goals in a single game. When a player has scored 3 goals, the scorekeeper may notify the on-ice officials, who may notify both teams that a player has scored 3 goals. It is ultimately up to the applicable player and/or team(s) to know when a player(s) has reached 3 goals.
2. During inter-division games (i.e., a division 5B team plays a 6A team), the Gretzky Rule will be enforced when a higher division team plays a lower division team.
3. If a player scores a 4th goal in a single game, the goal shall be disallowed, and the player will be assessed a minor penalty for unsportsmanlike conduct.
4. At the start of each season, until teams have been seeded (minimum of 4 games for Winter season; 2 for summer season), games will be played without enforcing the Gretzky Rule, even if the teams have traditionally been in divisions 6 and lower, including the subdivisions.

Zero Tolerance for Harassment and Discrimination

The Kraken Hockey League 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 Kraken Hockey League expects that all relationships among all Individuals will be fun and positive, and free of bias, prejudice and harassment.

The Kraken Hockey League has developed this policy to ensure that all Individuals can play and work in an environment free from unlawful harassment, discrimination and retaliation. The Kraken Hockey League 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 League Commissioner, 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. Federal and state law and the policies of the Kraken Hockey League 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 prerequisites of participation in the Kraken Hockey League. 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 Kraken Hockey League is a recreational hockey community committed to sharing values of diversity and inclusion to achieve and sustain player excellence. The Kraken Hockey League firmly believes that we can best promote player excellence by recruiting and retaining a diverse community 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 Kraken Hockey League encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of the Kraken Hockey League to promptly and thoroughly investigate such reports. The Kraken Hockey League 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 Kraken Hockey League 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 Kraken Hockey League, including registered Kraken Hockey League players/members, coaches, referees, scorekeepers, and employees, whether related to conduct engaged in by fellow Individuals or by someone not directly connected to the Kraken Hockey League (e.g., an outside vendor, consultant, coach, or potential player).

Reporting an Incident of Harassment, Discrimination or Retaliation

The Kraken Hockey League 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 league commissioner, Andy Cole. See the complaint procedure described below.

In addition, the Kraken Hockey League 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 Kraken Hockey League 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 league commissioner, Andy Cole.

The Kraken Hockey League 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 Kraken Hockey League 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 (Major and Misconduct) rules.

If a party to a complaint does not agree with its resolution, that party may appeal to league commissioner, Andy Cole.

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 (Major and Misconduct) paragraphs.

Appeals Process: Player Suspension

1. Kraken Hockey League accepts official appeals of any suspension of 3 games or more. One and two game suspensions are 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 a 3 game or more suspension assessed by the Kraken Hockey League within 7 calendar days of the suspension being issued. The appeal must be in writing and sent to the Kraken Hockey League Discipline Committee. Email is the preferred method. Adultleague@seattlekrakenhockey.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,

if applicable. The Kraken Hockey League does not consider challenges to a referee's call to be a valid basis for an appeal.

3. The Kraken Hockey League Discipline Committee will review the appeal. At its discretion, the Kraken Hockey League may elect to interview witnesses and/or have them submit statements regarding the suspension.
4. Under no circumstances should league officials, scorekeepers, etc. be approached to discuss a suspension. Such conduct may be considered harassment and the player initiating the conduct may be penalized. Only written appeals will be considered. Players are invited to call Andy Cole at (206) 255- 6739 to ask questions.
5. The player will be barred from play and serve the assessed suspension while the appeal is pending. The Kraken Hockey League will endeavor to respond to any appeal in a timely fashion.

Reservation of Rights

1. The Kraken Hockey League is committed to providing a fun and successful recreational ice hockey league. As a result, the Kraken Hockey League reserves the right to suspend, expel or otherwise prevent any player from playing in the league, if the Kraken Hockey League determines, in its sole discretion, that a player is detrimental to the safety of players and successful operation of the league. The Kraken Hockey League also reserves the right to refuse or deny any New Player or New Team Application of any prospective player or team that the Kraken Hockey League determines, in its sole discretion, to be detrimental to the safety of players and successful operation of the league.
2. The Kraken Hockey League reserves the right to change these League Guidelines & Supplemental Rules at any time, with or without notice. Captains, alternate captains, and all players within the league are encouraged to check the Team Resources website throughout the season for any updates to these League Guidelines & Supplemental Rules plus any other applicable announcements.

League 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 with 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, official and/or employee. The Kraken Hockey League shall be empowered to permit reasonable and appropriate deviation from any of the specifications contained herein and/or impose 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 guidelines and/or supplemental rules are left to the discretion of the employees and officials of the Kraken Hockey League and USA Hockey. Their decision is final.