



BALLON SUR GLACE
BROOMBALL
CANADA

POLICIES and PROCEDURES MANUAL

AUGUST 2020

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Canada 



National
Coaching
Certification
Program



Programme
national de
certification des
entraîneurs

coach.ca
REACH HIGHER
VISER PLUS HAUT

TABLE OF CONTENTS

Chapter 1: [Introduction](#)

Chapter 2: **By Laws**

Chapter 3: [Administration](#)

Chapter 4: [Policies](#)

Section 1 – [Access and Equity Policy](#)

Section 2 – [Official Languages Policy](#)

Section 3 – [Conflict of Interest Policy](#)

Section 4 - [Harassment Policy](#)

Section 5 - [Code of Conduct and Discipline Policy](#)

Section 6 – [Dispute Resolution Policy](#)

Section 7 - [Safety and Equipment Policy](#)

Section 8 – [Doping](#)

Section 9 – [National Championship Hosting Policy](#)

Annex A - [Host Responsibilities](#)

Annex B - [Championship Schedule](#)

Annex C - [Statistics](#)

Annex D - [Game Officials](#)

Annex E - [Awards Selection](#)

Annex F - [Ceremonies](#)

Chapter 5: **Technical Programs**

Section 1 – [National Coaching Certification Program](#) NCCP

Section 2 - [National Officiating Certification Program](#) NOCP

CHAPTER 1: Introduction

Mission Statement: “To encourage Canadians to enjoy the sport of Broomball and achieve Success at all levels of competition.”

Vision: We play Broomball: the Canadian sport for all families, communities and champions.

Focus

- 1.1. The Canadian Broomball Federation is committed to being an athlete-focused organization, which encourages the participation of athletes in the governance of the organization.

Guidelines

- 1.2. The day-to-day affairs of the CBF are guided by the *By-Laws* and the *Policies and Procedures Manual*. Should conflict arise between the *Policies and Procedures Manual* and the *By-Laws*, the *By-Laws* shall govern.
- 1.3. It is the responsibility of all Members, Appointed Officers, Participants and Registrants to be familiar with the contents of the *By-Laws* and *Policies and Procedures Manual* and follow the directions contained therein.

Registrant/Participant Suspension

- 1.4. No suspension of a Registrant or Participant may take place before:
 - a. The affected Registrant or Participant has been notified in writing of the proposed suspension,
 - b. The affected Registrant’s or Participant’s Member association has been notified in writing of the proposed suspension,
 - c. The affected Registrant or Participant or their Member association has presented its case to the Board.
- 1.5. The following timelines must be followed for suspension of Registrants or Participants:
 - a. Board - must investigate and inform the Registrant or Participant and their Member association in writing within fifteen (15) calendar days after notification of an incident.
 - b. Registrant or Participant – within thirty (30) calendar days after receiving the *Suspension Notice*, the Registrant or Participant must respond in writing to the Board - as to whether they accept the suspension or will appeal.
 - c. Member – within thirty (30) calendar days after receiving the *Notice of Suspension*, the Member must respond in writing to the Board as to whether they accept the suspension of the Registrant or Participant or if they will appeal.
 - d. APPELLANT – if a suspension will be appealed, the Appellant must submit an appeal in writing to the CBF within fifteen (15) calendar days following the receipt of the *Notice of Suspension*.

Correspondence will include:

- i. Date of occurrence;
- ii. Location of occurrence;
- iii. Details of incident;
- iv. Conditions for lifting suspension (if applicable); and
- v. Copies of reports that may have been raised by officials, Members, other Registrants or Participants, or other individuals (if applicable).

CBF Meetings

1.6. The CBF will hold meetings, as described below, in order to ensure the timely and efficient conduct of CBF business.

1.7 Meetings fall into the following categories:

a. **CBF Annual Meeting:**

- i. Chair: CBF President
- ii. Purpose: Convened to discuss CBF business, introduce policy, approve recommendations, and vote on resolutions
- iii. Held: Annually on the date and location determined at the previous Annual Meeting, within six months of the end of the CBF's fiscal year, to coincide with the Senior National Championship.
- iv. Voting: Members are permitted a maximum of two delegates each, who shall both be permitted to vote at the meeting.
- v. Attendance: CBF Board, Appointed Officers, Member delegates, Observers (Registrants, Participants, and other interested individuals), Invited Speakers.
- vi. Speaking Rights: The CBF Board, Appointed Officers, and Member delegates may speak. Invited Speakers and Observers may speak if invited to do so by the Chair.
- vii. Quorum: A quorum requires the presence of a majority of the Members.

b. **CBF Technical Meeting:**

- i. Chair: CBF Vice President, Technical
- ii. Purpose: Convened to discuss CBF technical issues, including Rule Changes and make recommendations to the Members (NOTE: All Rule Changes will come into effect July 1st).
- iii. Held: Prior to the Annual Meeting
- iv. Recommendations: Recommendations from the technical meeting, approved by an Ordinary Resolution, are presented at the Annual Meeting for ratification (by Ordinary Resolution) by the Members
- v. Voting: Members are permitted a maximum of two delegates each, who shall both be permitted to vote for recommendations at the meeting
- vi. Attendance: CBF Board, Appointed Officers, Member delegates, Observers (Registrants, Participants, and other interested individuals), Invited Speakers
- vii. Speaking Rights: The CBF Board, Appointed Officers, Member delegates, Invited Speakers, and Observers.

c. **CBF Sport Development Meeting:**

- i. Chair: CBF President OR CBF Vice President
- ii. Purpose: Discuss CBF developmental issues, including Policies and By

Law changes and make recommendations to the Members (NOTE: all Policy and By Law changes will come into effect at the conclusion of all National Championships following the Annual Meeting).

- iii. Held: Prior to the Annual Meeting
 - iv. Recommendations: Recommendations from the Sport Development meeting, approved by an Ordinary Resolution, are presented at the Annual Meeting for ratification (by Ordinary Resolution) by the Members
 - v. Voting: Members are permitted a maximum of two delegates each, who shall both be permitted to vote for recommendations at the meeting
 - vi. Attendance: CBF Board, Appointed Officers, Member delegates, Observers (Registrants, Participants, and other interested individuals), Invited Speakers
 - vii. Speaking Rights: The CBF Board, Appointed Officers, Member delegates, Invited Speakers and Observers.
- d. **Board of Directors Meeting**
- i. Chair: CBF President
 - ii. Purpose: Discussion of CBF issues and CBF operations, introduce and amend CBF policies, vote on resolutions
 - iii. Held: A minimum of twice per year (may be held by conference call or teleconference)
 - iv. Voting: Elected directors are permitted one vote each
 - v. Attendance: CBF Board, Appointed Officers, Invited Speakers
- e. **Special Meeting:**
- i. Chair: CBF President
 - ii. Purpose: Discuss specific CBF issues
 - iii. Held: As called by the CBF Board or upon the written requisition of twenty percent (20%) of the Members (may be held by conference call or teleconference)
 - iv. Voting: Members are permitted a maximum of two delegates each, who shall both be permitted to vote at the meeting
 - v. Attendance: CBF Board, Appointed Officers, Member delegates, Invited Speakers
 - vi. Quorum: A quorum requires the presence of a majority of the Members

CHAPTER 2 – By-Laws

ARTICLE 1 – NAME

- 1.1. The name of this corporation shall be the FEDERATION CANADIENNE DE BALLON SUR GLACE - CANADIAN BROOMBALL FEDERATION. The corporation shall be referred herein as the “CBF” and shall do business as BALLON SUR GLACE-BROOMBALL CANADA.
- 1.2. The registered office of the CBF shall be located in the province of Manitoba at such an address the Board may determine.

ARTICLE II – PURPOSES

- 2.1. The purposes of the CBF shall be to:
 - a. Further the development of the sport of broomball in Canada;
 - b. Develop and implement the rules and policies of the CBF including the rules of the game;
 - c. Oversee the Canadian National Broomball Championships;
 - d. Establish conditions conducive to the safety of participants in the sport of Broomball through the implementation of the *CBF Rule Book* and through the development of Coaching, Officiating and related programs; and
 - e. Promote, publicize and market the sport of Broomball in Canada.

ARTICLE III – DEFINITIONS

- 3.1 The following definitions shall have these meanings:
 - a. ACT – the Canada Corporations Act, R.S. 1985 c., C-44, including the Regulations made pursuant to the Act, and any statutes or regulations that may be substituted, as amended from time to time.
 - b. APPOINTED OFFICERS – Individuals appointed, pursuant to these By-laws, to perform duties on behalf of the CBF.
 - c. AUDITOR - A Public Accountant, as defined in the Act, appointed by the Members by Ordinary Resolution at the Annual Meeting to audit the books, accounts, and records of CBF for a report to the Members at the next Annual Meeting;
 - d. BOARD – the Board of Directors of the CBF;
 - e. CANADIAN BROOMBALL FEDERATION – the recognized sport governing body responsible for overseeing all broomball programs in Canada (also referred to as the CBF or Broomball Canada);
 - f. DAYS – days irrespective of weekends or holidays
 - g. DELEGATE – A representative from a Member who is assigned the authority to vote on behalf of that Member at meetings
 - h. DIRECTOR – an individual elected or appointed, pursuant to these By-laws, to serve on the Board

- i. FEES – monies determined to be payable to the CBF at an amount determined and on a date set by the Board, and adjusted from time-to-time as the Members may determine. Specific fees are:
 - i. AFFILIATION FEE –annual fee paid by each Member and due **October 1st** of each year. (100 or more registered members shall pay \$1000; less than 100 registered members shall pay \$300.)
 - ii. PERFORMANCE BOND – upon joining the CBF, each Member is required to pay a \$1000.00 bond that is held in trust by the CBF. This bond may be used by the CBF to recover Member debts to the CBF. It is the Member’s responsibility to replenish the bond if necessary.
 - iii. REGISTRATION FEE – each team attending a National Championship is required to pay a **\$750.00** Participation Fee each year, due December 1st (**Seniors**) or **December 31st** (**Juveniles**).
 - iv. HOSTING FEE - \$1000.00 non-refundable Fee payable upon acceptance of the bid to host a Senior National Championship, paid by the host Member or the HOST.
 - v. HOSTING BOND - \$1000.00 bond to be refunded upon completion of the National Championships, providing all commitments have been met. The bond is due upon site inspection (Senior Nationals) or upon acceptance of a bid to host a National Championship (Juvenile Nationals).
 - vi. SANCTIONS – fines payable as the direct result of violations of CBF’s policies.
- j. FUNDAMENTAL CHANGES – amendments or other changes to the CBF that are designated by the Act to be “fundamental changes”
- k. HOST – name used to identify the organization seeking, or having been granted the authority to organize a CBF National Championship. The Host is subject to the conditions set out in the CBF’s *Hosting Policy*;
- l. MEMBER – a Canadian provincial or territorial sport governing body that is recognized by the CBF as being the organization responsible for the sport of broomball in their province or territory. Members may be admitted or re-admitted to the CBF from time to time, by Ordinary Resolution of the Members
- m. ORDINARY RESOLUTION – a resolution passed by a majority of not less than 50% plus 1 of the votes cast on that resolution;
- n. PARTICIPANT – Individuals who are involved with CBF activities but who may not be registered with Members. Participants include but are not limited to appointed CBF committee members, clinic and drop-in program participants, volunteers, and host organizers.
- o. REGISTRANT – Individuals who are registered with Members. Registrants include but are not limited to athletes, coaches, and officials.
- p. SPECIAL RESOLUTION – a resolution passed by a majority of not less than two-thirds (2/3) of the votes cast on that resolution;
- q. STATUS – a Member’s standing within the CBF that affects its rights:

- i. GOOD STANDING – status of a Member indicating:
 - (1) No outstanding financial obligations to the CBF;
 - (2) No outstanding Code of Conduct issues
- ii. NOT IN GOOD STANDING – status signifying a failure to comply with GOOD STANDING requirements. When a Member is NOT IN GOOD STANDING:
 - (1) They will be provided with details of the situation and specific direction as to how to obtain GOOD STANDING status.
 - (2) Members NOT IN GOOD STANDING are restricted from participating in sanctioned CBF events.
 - (3) Members may attend CBF meetings as an observer but shall not be entitled to vote.
 - (4) Members may no longer be entitled to programs and services, which may be available from the CBF.
 - (5) In order to be removed from NOT IN GOOD STANDING status, the affected Member will be required to adhere to the conditions identified in paragraph 1.2.I. ii.(1) which may include full payment of incurred debts.

ARTICLE IV - JURISDICTION

- 4.1 The Federation’s jurisdiction shall be limited to Members and their Registrants.
- 4.2 Members may refer disputes to the CBF for resolution on the condition that the CBF’s decisions shall be binding.

ARTICLE V – MEMBERSHIP

- 5.1 Membership into the CBF is granted to provincial or territorial governing bodies for Broomball that agree to:
 - a. Recognize the CBF as the National Sport Governing Body of Broomball in Canada;
 - b. Pay annual Affiliation Fees; and
 - c. Adhere to the CBF’s *By-Laws, Policies and Procedures Manual* and *CBF Rule Book*.
- 5.2 Membership in the CBF is terminated when:
 - a. The Member dissolves;
 - b. The Member fails to maintain any of the qualifications or conditions of membership described in Section 5.1 of these By-laws;
 - c. The Member resigns from the CBF by giving written notice to the CBF, in which case the resignation becomes effective on the date specified in the resignation. The Member shall be responsible for all fees payable until the actual withdrawal becomes effective;
 - d. The Member fails to pay Affiliation Fees or monies owed to the CBF by the deadline dates specified by the Board;
 - e. The Member fails to comply with CBF registration policies or applicable policies, whereupon an Ordinary Resolution of the Board confirming such termination shall be passed;
 - f. The CBF is liquidated or dissolved under the Act.

- 5.3 Termination of a membership may not take place until:
- a. The Member has been informed in writing, that its membership shall be terminated;
 - b. The Board approves of the termination by Special Resolution
 - c. The Members approve the termination by Ordinary Resolution
- 5.4 The following timelines shall apply for Member termination:
- a. Within thirty (30) calendar days after receiving the *Notice to Revoke Membership*, the Member must respond in writing to the CBF as to whether it accepts the decision or will appeal.
 - b. If the Member is going to appeal the decision, it must submit an Appeal in writing, to the CBF within fifteen (15) calendar days following the deadline applied to the paragraph above.
- 5.5 A Member may not resign from the CBF if the Member is subject to disciplinary investigation or action.
- 5.6 A Member may be reinstated by Ordinary Resolution of the Members at an Annual Meeting or Special Meeting.
- 5.7 Members requesting reinstatement may do so by providing a written request to the CBF. Reinstatement may require the Member to adhere to specific guidelines identified by the Board.
- 5.8 Pursuant to the sections of the Act applicable to Fundamental Changes, a Special Resolution of the Members is required to make any amendments if those amendments affect the following membership rights and/or conditions:
- a. Change a condition required for being a Member;
 - b. Change in the manner of giving notice to Members entitled to vote at a meeting of Members; or
 - c. Change the method of voting by Members not in attendance at a meeting of Members.

ARTICLE VI – GOVERNANCE

- 6.1 The CBF Board of Directors will consist of five (5) elected Directors, who shall be the Officers of the CBF, as follows:
- a. President
 - b. Vice President, Technical
 - c. **Vice President of Marketing and Promotion**
 - d. Treasurer
 - e. Secretary
- 6.2 Officers of the CBF shall have duties prescribed by the policies and procedures of the CBF. Duties of the Directors may be delegated to the staff of the CBF or, by Ordinary Resolution of the Board, to other individuals.
- 6.3 Election of Directors shall take place at the Annual Meeting. Elections shall take place in two parts:
- a. In even-numbered years, the President and the Secretary.
 - b. In odd-numbered years, the Vice President Technical, the Treasurer and the **Vice President** of Marketing and Promotion.

- 6.4 Elected Directors will hold office for a term of two (2) years and will hold office until their successors have been duly appointed in accordance with these By-laws, unless they resign, or are removed from or vacate their office.
- 6.5 Any individual, who is eighteen (18) years of age or older, who is a resident of Canada as defined in the *Income Tax Act*, who has the power under law to contract, who has not been declared incapable by a court in Canada or in another country, is member in good standing with a Member, and who does not have the status of bankrupt, may be nominated for election as a Director.
- 6.6 Nominations must include the written consent of the individual and must be submitted to the CBF Office within sixty (60) days of the Annual Meeting
- 6.7 Elections will be decided by the Members in accordance with the following:
 - a. If there is one valid nomination, the winner shall be declared by acclamation
 - b. If there is more than one valid nomination, the winner shall be the nominee receiving the greatest number of votes from the Member delegates. In the case of a tie, the nominee with the fewest votes shall be dropped from the ballot and another vote will be conducted. If there continues to be a tie when only two nominees remain, the winner shall be declared by Ordinary Resolution of the Board
- 6.8 Election of Directors shall be by secret ballot and the President shall appoint one or more scrutineers to distribute, collect, and count the ballots.
- 6.9 The Board may, by Ordinary Resolution, appoint the following Appointed Officers who may be invited to attend Board meetings:
 - a. LTAD Coordinator
 - b. Referee-in-Chief
 - c. High Performance and Development Directors
- 6.10 Meetings of the Board will be held at least twice per year at any time and place, or by conference call, as the Board determines.
- 6.11 At any meeting of the Board, quorum shall be at least three (3) Directors.
- 6.12 Each Director shall have one vote. A tied vote at any meeting of the Board shall be broken by the President.
- 6.13 There shall be no absentee or proxy voting at any meeting of the Board
- 6.14 Meetings of the Board shall be closed to Members and the public except by invitation of the Board.
- 6.15 Except as otherwise provided in the Act or these By-laws, the Board has the powers of the CBF and may delegate any of its duties and functions. The Board shall be empowered to:
 - a. Make policies and procedures or manage the affairs of the CBF in accordance with the Act and these By-laws.

- b. Make policies and procedures relating to discipline of Members and Registrants, and will have the authority to discipline Members and Registrants in accordance with such policies and procedures.
 - c. Make policies and procedures relating to management of disputes within the CBF and all disputes will be dealt with in accordance with such policies and procedures.
 - d. Appoint committees, and specify the chairperson, members, and terms of reference of any such committee
 - e. With the exception of items set out in section 197(1) of the Act (Fundamental Changes), amend or repeal these By-laws, subject to ratification by Ordinary Resolution by Members
 - f. Employ or engage under contract such persons as it deems necessary to carry out the work of the CBF.
 - g. Determine registration procedures and other registration requirements.
 - h. Borrow money upon the credit of the CBF as it deems necessary in accordance with these By-laws.
 - i. Perform any other duties from time to time as may be in the best interests of the CBF.
- 6.16 A Director may be suspended, resign from the position of Director, vacate office, or be removed from office in the following ways:
- a. A Director may be suspended, pending the outcome of a discipline hearing in accordance with the CBF's policies related to discipline, by Special Resolution of the Board at a Board meeting provided the Director has been given notice of and the opportunity to be heard at such meeting
 - b. A Director may resign from the Board at any time by presenting a notice of resignation to the Board. The resignation becomes effective on the date it is accepted by the Board. A Director who is subject to disciplinary procedures and subsequently resigns will still be subject to the outcome of that process.
 - c. The office of any Director is automatically vacated if the Director is found by a court to be of unsound mind, becomes bankrupt, is charged and/or convicted of a criminal offence related to the position, changes permanent residence to outside of Canada, or dies.
 - d. A Director may be removed by Ordinary Resolution of the voting Members at a meeting of Members provided the Director has been given notice of and the opportunity to be heard at such a meeting.
- 6.17 A vacancy in the Board shall occur if:
- a. A Director resigns from office;
 - b. If for any reason the individual cannot adequately fulfil their duties;
 - c. At an Annual Meeting, the Members adopt an Ordinary Resolution removing the Director.
- 6.18 Where the position of a Director becomes vacant and there is still a quorum of Directors, the Board may appoint a qualified individual to fill the vacancy until the next Annual Meeting of Members.

ARTICLE VII - MEETINGS OF THE MEMBERS

- 7.1 The Annual Meeting of the CBF shall be held each year at a time and place chosen at the previous Annual Meeting and in conjunction with the Senior National Championships.

- 7.2 A Special Meeting of the Members shall be called by the President, may be called by the Board, or must be called upon the written requisition of five percent (5%) of the votes.
- 7.3 The agenda of a Special Meeting shall be limited to the subject matter for which the meeting was duly called
- 7.4 Notice of a meeting of the Members shall include the time and place of a meeting, the proposed agenda, Member proposals, reasonable information to permit Members to make informed decisions, and will be given to each Member entitled to vote at the meeting, the auditor, and the Board, by the following means:
- a. By mail, courier or personal delivery to each Member entitled to vote at the meeting, during a period of thirty (30) days before the day on which the meeting is to be held; or
 - b. By telephone, electronic or other communication facility to each member entitled to vote at the meeting, during a period of thirty (30) days before the day on which the meeting is to be held; or
 - c. By posting on the CBF's website not less than thirty (30) days prior to the date of the meeting.
- 7.5 Pursuant to the sections of the Act applicable to Fundamental Changes, a Special Resolution of the Members may be required to make any amendment to the By-laws of the CBF to change the manner of giving notice to Members entitled to vote at a meeting of Members.
- 7.6 Member Delegates, the Directors, Registrants, Participants, the auditor of the CBF, and such other persons who are entitled or required under any provision of the Act, Articles or By-laws of the CBF are entitled to be present at an Annual Meeting of the Members. Any other person may be admitted only on the invitation of the chair of the meeting or by resolution of the Members.
- 7.7 A meeting of Members may be held by means of telephone, electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the CBF makes available such a communication facility.
- 7.8 Any Member entitled to vote at a meeting of Members may participate in the meeting by means of telephone, an electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the CBF makes available such a communication facility. A person so participating in a meeting is deemed to be present at the meeting.
- 7.9 A quorum at a meeting of the Members requires a majority of the Members.
- 7.10 Each Member is entitled to identify two Delegates with voting privileges. Delegates are not required to vote as a block.
- 7.11 Delegates may vote 'Yes', 'No', or 'Abstain'. Abstentions are not recognized as 'No' votes and are not recorded.
- 7.12 There shall be no proxy voting at any meeting of the Members.

- 7.13 The Chairperson shall make a declaration to the result of all motions by indicating the voting results. A tied vote at Annual Meetings and Special Meetings fails.
- 7.14 The agenda of Annual Meeting shall be:
- a. Call to Order
 - b. Roll Call and Quorum
 - c. Identification of Voting Delegates and Voting Procedures
 - d. Reading and Approval of Previous Minutes
 - e. Correspondence
 - f. Matters Arising
 - g. Approval of Agenda
 - h. Reports of Board - to be submitted fully in writing and read in summary:
 - i. President
 - ii. Vice-President Technical
 - iii. **Vice President** of Marketing and Promotion
 - iv. Treasurer - Report and Appointment of auditor
 - i. Reports of Standing and Special Committees
 - j. Amendments to the *By-Laws*
 - k. New Business
 - l. Election of Directors
 - m. Site of Next Annual Meeting
 - n. Member Reports
 - o. Adjournment
- 7.15 Members may amend the *By-Laws* by Special Resolution as follows:
- a. A written *Proposal to Amend the By-Laws* must be sent to the CBF Office a minimum of sixty (60) calendar days prior to the meeting of the Members. The CBF shall forward a copy of all proposals to each Member and Director a minimum of thirty (30) calendar days prior to the meeting of the Members; and
 - b. A *Proposal to Amend the By-Laws* may be presented without notice and considered at a meeting of the Members but must receive the unanimous vote of the Members at the meeting to be approved.
- 7.16 The playing rules used by the CBF at all sanctioned events are those found in the CBF *Rule Book*. They may be amended by an Ordinary Resolution by Members at the Annual Meeting. Specific guidelines include:
- a. With the exception of subsection c, playing rules can be amended every two years (odd numbered years) at the Annual Meeting;
 - b. A written *Proposal to Amend the Rules* must be sent to the CBF Office by December 1st of the year proceeding the rule change year (Example – If the Rule change year is **2021**, the submission date would be December 1st, **2020**).
 - c. Rules changes recommended by the CBF Officials Committee may be reviewed annually at any Technical Meeting and submitted for resolution at that year's Annual Meeting.
- 7.17 The Member hosting the Annual Meeting will pay for all meeting rooms required for the Annual Meeting.
- 7.18 The Member hosting the Annual Meeting is required to provide transportation for all Annual Meeting Delegates to and from the Airport to the Hotel, and if required, to and from the Hotel to the meeting location.

- 7.19 The Member hosting the Annual Meeting is to provide a photocopier for use during all the CBF Meetings prior to, and including at the Annual Meeting.

ARTICLE VIII - COMPLIANCE

- 8.1 All Members of the CBF are expected to adhere to the *By-Laws*, *CBF Rule Book*, and *Policies and Procedures Manual*. Failure to adhere to these policies may result in disciplinary action imposed by the Board.

ARTICLE IX - APPEALS

- 9.1 Appeals may be made to the Board, in writing within fourteen (14) calendar days of an appellant receiving disciplinary action. Details of the procedures are contained in the *Policies and Procedures Manual - Code of Conduct and Discipline Policy*.

ARTICLE X – BOOKS AND RECORDS

- 10.1 The CBF Board shall ensure that all CBF books, records, documents and transactions are recorded, copies placed on file, and all are stored at the registered office. Records include (but are not limited to):
- a. Financial information including audited statements;
 - b. Results and statistics of all National Championships;
 - c. Member correspondence;
 - d. Minutes of meetings and committees;
 - e. CBF *By-Laws*, *CBF Rule Book*, *Policies and Procedures Manual* and affiliated correspondence; and
 - f. the CBF's Certificate of Continuance

- 10.2 Plagiarism or unauthorized use of any CBF related material without the express written consent of the CBF will result in punitive action taken against the violator.

ARTICLE XI – OFFICIAL LANGUAGE

- 11.1 The official languages of the CBF shall be English and French. All printed material will be made available in both official languages when requested.

ARTICLE XII – SIGNING AUTHORITY AND EXECUTION OF DOCUMENTS

- 12.1 The term "contracts, documents or any instruments in writing" as used herein, shall include deeds, mortgages, hypothecs, charges, conveyances, transfers and assignments of property real or personal, immovable or moveable, agreements, releases, receipts and discharges for the payment of money or other obligations, conveyances, transfers and assignment of shares, stocks, bonds, debentures or other securities and all paper writings..
- 12.2 The President may enter into contracts in the ordinary course of the CBF's operation.
- 12.3 The President may appoint any elected Director to sign contracts, documents and instruments in writing as required.
- 12.4 The President, Treasurer and Executive Assistant shall have CBF cheque signing authority. All cheques must have at least two signatures.

ARTICLE XIII – FINANCIAL

- 13.1 The fiscal year of the CBF shall end on the 31st of March each year.
- 13.2 The CBF's financial records shall be audited annually, by an auditor appointed by the Members at the Annual Meeting.
- 13.3 All Directors, Appointed Officers and members of Committees shall serve as such without remuneration and will not directly or indirectly receive any profit from their positions as such; provided that Directors, Officers or members of Committees may be paid reasonable expenses incurred by them in the performance of their duties. Nothing herein contained will be construed to preclude any Director, Officer or member of a Committee from serving the CBF in any other capacity and receiving compensation in that capacity.

ARTICLE XIV – IDEMNIFICATION

- 14.1 The CBF will indemnify, defend, and hold harmless its past and present Directors and Appointed Officers from and against any claim, causes of action, suits, liability, damages, and costs attributed to duties they have been asked to perform on behalf of the CBF. This is conditional with the understanding the individual acted in good faith, in accordance with CBF direction, and in a manner the individual reasonably believed to be in or not opposed to the best interests of the CBF.
- 14.2 The President has the authority to seek legal counsel on behalf of the CBF should the situation warrant.

ARTICLE XV – DISSOLUTION

- 15.1 A General Meeting is required to dissolve the Canadian Broomball Federation. A notice of the meeting must be sent to Members thirty (30) calendar days in advance of the meeting date.
- 15.2 A dissolution meeting requires the presence of the CBF President or a Vice President, one other Director, and a minimum of four-fifths (4/5) of the Members. A vote of four-fifths (4/5) of the Members present is required to dissolve the Canadian Broomball Federation.
- 15.3 In the event of the dissolution of the Canadian Broomball Federation, all its remaining assets, after payment of its liabilities, shall be distributed to one or more recognized charitable organizations in Canada.

CHAPTER 3: Administration

CBF Head Office

- 3.1 The CBF maintains an office in Winnipeg, Manitoba and is staffed by an Executive Assistant. Copies of all documentation are held at this location. The office is the focal point for distribution of all CBF correspondence and CBF publications. The contact details for the office are as follows:
- a. Mailing Address:
145 Pacific Avenue
Winnipeg, Manitoba
R3B 2Z6
 - b. Phone/Fax Numbers:
 - i. Phone – (204) 925-5656
 - ii. Fax – (204) 925-5792
 - c. Web Site:
 - i. Web site – www.broomball.ca
 - ii. E-mail – cbfbroomball@shaw.ca
- 3.2 The CBF is required to set timelines for completion and submission of all documents. Deadlines are identified at the Annual Meeting and provided to Members. These dates are also posted on the CBF web site.
- 3.3 All correspondence directed to the CBF are to be forwarded to the Executive Assistant at the CBF Office.

Roles and Responsibilities

Section 1 – Roles of the CBF Board

President:

- 3.4 The President is responsible for the day-to-day general management and supervision of the affairs and operations of the CBF.
- 3.5 The President shall:
- a. Preside at all CBF meetings;
 - b. Call necessary meetings of the Board to discuss and deal with matters of the CBF. Thirty (30) calendar days' notice of such meetings must be given to each Board member;
 - c. Act as the official representative of the CBF and is empowered to respond and take necessary action on urgent matters;
 - d. Monitor the activities of the Secretary, Executive Assistant and the Treasurer, including reviewing various financial statements and reports;
 - e. Sit on all standing committees as a member ex-officio;
 - f. Chair committees including Hall of Fame and Sponsorship;
 - g. Chair committees and oversee activities associated with the International Federation of Broomball Associations and other international involvement;

- h. Sit as Governor on the Board of the International Federation of Broomball Associations;
- i. Consolidate and present the *Operating Plan* to the Board at the Annual Meeting;
- j. Ensure the long term financial stability of the association;
- k. Receive and approve the operating budget on an annual basis;
- l. Finalize the submission for Sport Canada Funding;
- m. Provide a written annual report to the CBF Annual Meeting outlining areas of responsibilities; and
- n. Perform other duties as required by the Board.

Vice President of Marketing and Promotion

- 3.6. The **Vice President** of Marketing and Promotion is responsible for all **marketing, communication and promotional** matters relating to the CBF with the assistance of the **Webmaster**, Secretary, Treasurer, Executive Assistant **the High-Performance Director and the Sport Development Coordinator**. Responsibilities include, but are not limited to:
- a. Ensuring updates and corrections are made to the **CBF Website and Facebook page**, *Policies and Procedures Manual* and other CBF documents;
 - b. Reviewing the CBF administrative procedures for relevance and preparing or presenting new issues to the Board;
 - c. Responsible for pursuing sponsorship & marketing opportunities
 - d. Assist in preparing and presenting a *Forecasted Operating Budget* for review at the CBF Annual Meeting;
 - e. **Preparing and presenting a CBF Marketing/Communication-Promotion/Image & Sponsorship Plan;**
 - f. **Monitoring the activities of the Sport Development Coordinator**
 - g. Assist in preparing the Administrative component of the *Multi Year Plan*;
 - h. Reviews the application for Sport Canada funding;
 - i. Providing a written annual report to the CBF Annual Meeting outlining areas of responsibilities;
 - j. Performing other duties as required by the Board.

Vice President Technical

- 3.7. The Vice President Technical is responsible for overseeing the technical aspects of the CBF's Coaching and Officiating programs, and player development. Responsibilities include, but are not limited to:
- a. Monitoring the activities of the Referee-in-Chief;
 - b. Overseeing the technical aspects of the National Championships including, but not limited to:
 - i. Development of event schedules.
 - ii. Ruling on player/team eligibility issues.
 - iii. Monitoring of player Registration.
 - iv. Provision of technical guidance to Hosts;
 - v. Provision of technical guidance to the Disciplinary Committee established for each event.
 - c. Providing a written annual report to the CBF Annual Meeting outlining areas of responsibilities;

- d. Chairing Committees established to deal with technical and developmental matters; and
 - e. Performing other duties as required by the Board.
- 3.8. In the absence or incapacitation of the President, the VP Technical is the next in line to temporarily perform the duties of the President.

Secretary

- 3.9. The Secretary shall attend all Board Meetings and record all minutes in the books kept for that purpose. Copies of all correspondence will be forwarded to the registered office of the CBF.
- 3.10. The Secretary is responsible for:
- a. Providing all notices required to Members and Directors;
 - b. Circulating the minutes of meetings to the CBF Board and Members within sixty (60) calendar days after completion of the meetings;
 - c. Annually compiling a complete record of registration statistics for the CBF based on information received from all Associations. These statistics are to be submitted to the CBF Secretary by each Association by April 1st each year;
 - d. Ensuring the timely distribution of CBF documents and correspondence;
 - e. Performing other duties as required by the Board of Directors.

Treasurer

- 3.11. The Treasurer is responsible for all financial aspects relating to the payment of bills and tracking of CBF revenues and expenses and has signing authority on all official documents.
- 3.12. The Treasurer shall:
- a. Keep full and accurate records of all deposits, receipts and disbursements of the CBF finances in proper accounting books;
 - b. Deposit all money to the credit of the CBF in financial institutes designated by the Board;
 - c. Disburse the funds of the CBF under the direction of the Board according to payment procedures;
 - d. Provide the CBF Board with a written account of all CBF financial transactions, and if requested, a financial statement;
 - e. Provide and present an audited financial report at the CBF Annual Meeting;
 - f. Assist the Executive Assistant with the preparation and presentation of a forecasted budget for the upcoming fiscal year. The budget will be presented at the CBF Annual Meeting;
 - g. Assist with the financial section of the CBF *Operating Plan*; and
 - h. Perform other duties as required by the Board.

Section 2 – Election of the CBF Board

- 3.13 The CBF Board is elected at the Annual Meeting according to the CBF's By-laws.

Section 3 – Member Delegates

- 3.14 Responsible to:
- a. Make decisions and provide direction to the CBF;
 - b. Ensure Member compliance with the CBF directives;
 - c. Participate in CBF Member’s meetings;
 - d. Make proposed recommendations to the CBF;
 - e. Vote on proposals and issues that arise at CBF Meetings; and
 - f. Submit documentation requested by the CBF.

Section 4 – Staffing - Executive Assistant

3.15 The Executive Assistant is responsible for the provision of administrative support services to the CBF and has signing authority on all official documents.

3.16 The Executive Assistant is selected by the CBF Board and announced at the Annual Meeting.

3.17 Specific duties include, but are not limited to:

- a. Attending meetings or CBF funded professional development seminars or training;
- b. Receiving e-mail, telephone or written inquiries and responding, or referring them to the appropriate Director or Appointed Officer;
- c. Receiving, maintaining and distributing information;
- d. Advising Members and other interested parties of CBF administrative procedures;
- e. Co-ordinating and maintaining communication using e-mail, letters or telephone, between:
 - i. The CBF Board and Appointed Officers
 - ii. Member Presidents and their Offices.
 - iii. CBF Standing Committees.
- f. Overseeing and co-ordinating the typing, printing, translation and distribution of CBF publications such as Rule Books, Coaching Manuals, Course Conductor Manuals, etc.;
- g. Collecting fees on behalf of the CBF for publications, Registration & Nationals Hosting fees, etc. and forwarding them to the Treasurer;
- h. Maintaining a filing and record system for all CBF documents;
- i. Compiling, documenting and forecasting annual administrative expenses associated with the National Office operations and providing the Treasurer with copies of receipts;
- j. Preparing and circulating material required for meetings as required;
- k. Monitoring government polices (Sport Canada, Canada Games, etc.) and identify benefits or changes to the Board;
- l. Updating Sponsorship Packages when required;
- m. Compiling data for funding submissions;
- n. Advising the Board of proposed changes to administrative procedures or documentation; and
- o. Perform other duties as required by the Board

Section 5 – Appointed Officers

- 3.18 From time to time, the CBF may be required to appoint persons as *Appointed Officers of the CBF* in order to perform assigned duties on behalf of the CBF.
- 3.19 These individuals can be appointed directly at the request of the Board. The President may make appointments after consulting with the Board

Referee-in-Chief

- 3.20 The Referee-in-Chief is responsible to assist the Vice President Technical with activities relating to the CBF's officiating program.
- 3.21 The Referee-in-Chief is appointed by the CBF Board for a two (2) year term and announced at the Annual Meeting. Members will be canvassed for recommendations (all recommendations must be approved by the members).
- 3.22 Specific duties include, but are not limited to:
- a. Maintaining a register of certified CBF officials;
 - b. Assisting in the development and review of the CBF Officials Program;
 - c. Providing training for game officials;
 - d. Reviewing Member nominations, selecting appropriate officials and establishing game schedules for officials at National Championships;
 - e. Monitoring the conduct and performance of officials at CBF sanctioned events;
 - f. Acting as an advisor to Discipline Committees established at National Championships; and
 - g. Attending CBF funded professional development seminars or training.

Section 6 - Standing Committees

- 3.23 The CBF uses Standing Committees as a means to complete operational activities in specified areas that can't otherwise be handled by the Board. A standing committee shall consist of a Chairperson and a minimum of two other members.
- 3.24 When a committee is to be established, the Board shall name a Chairperson and committee members.
- 3.25 Specific documents outlining the aims, objectives and responsibilities of each of the standing committee members must be drawn up by each committee to fit within the general mandate set down in the Bylaws or Policies and Procedures Manual. These should be reviewed annually, updated as necessary and presented in writing to the Board sixty (60) calendar days prior to the Annual Meeting.
- 3.26 The Chairperson is responsible for ensuring that a committee member is prepared to assume the Chairperson's duties in their absence.
- 3.27 A Chairperson may request the resignation of any committee member but such request shall not have force or effect until ratified by the Board.
- 3.28 If required, each Standing Committee must submit a proposed budget for the upcoming fiscal year to the Executive sixty (60) calendar days prior to the Annual Meeting.

- 3.29 The following committees are required on an on-going basis:
- a. Coaching Committee:
 - i. Chaired by the Vice-President Technical;
 - ii. Made up of Member representatives as required;
 - iii. Responsible for establishing and administering Coaching Programs including clinics and other programs deemed necessary.
 - iv. Other responsibilities include:
 - 1. Developing and submitting a proposed budget to the Executive sixty (60) calendar days in advance of the Annual Meeting.
 - 2. Developing an acceptable recognized Coaching Program with inter-Member input and approval in order to standardize the sport of Broomball across Canada.
 - b. Hall of Fame Committee:
 - i. Chaired by the CBF President, consisting of four members chosen from the Board and one current Hall of Fame inductee and appointed by the Board as required;
 - ii. Responsible for reviewing the nominations and submitting accepted nominations to the Board for approval.
- 3.30 The Standing Committees of Coaching, Broomball Development and Officials are directly responsible to the Vice-President Technical to present all Committee reports and recommendations at the Annual Meeting.

Section 7 – Executive Administration

Legality of Correspondence

- 3.31 The CBF uses several types of correspondence to conduct business. These include correspondence in the form of:
- a. Typed correspondence on CBF letterhead;
 - b. E-mail originating from the Board or Appointed Officers ; and
 - c. Official publications such as the *By-Laws, Policies and Procedures Manual, CBF Rule Book and Coaching Manuals*.
- 3.32 The President is responsible to sign all official documentation, however, due to the geographic diversity of the CBF Board, the Referee-in-Chief, and Executive Assistant are authorized to sign documents relevant to their areas of responsibility.
- 3.33 The President is the only Director authorized to sign the following documents or correspondence:
- a. Personal Service Contracts;
 - b. Indemnification letters;
 - c. Sponsorship endorsements;
 - d. Hosting contracts authorizing selected Host to organize a National Championship;
 - e. Letter authorizing support or commitment to outside agencies such as the IFBA;
 - f. Correspondence between Broomball Federations from other countries;
 - g. Minutes of Meetings where chaired (in conjunction with the Secretary);

- h. Correspondence directed to Canadian Government departments and officials; and
- i. Disciplinary action directed at any CBF Member, Registrant, or Participant

CBF Forms

- 3.34 The CBF has developed “official” forms to record and clarify CBF requirements. The objective of a standardized form is to ensure the maximum amount of relevant information is identified at the onset of communication.
- 3.35 Copies of the forms may be obtained from the CBF office or web site.

CBF Officer Expenses

- 3.36 The CBF Treasurer is responsible for payments of all CBF expenses. All invoices should be forwarded directly to the Treasurer or the CBF Office (for redirection).
- 3.37 CBF Officers are entitled to financial reimbursement of reasonable expenses incurred in the performance of their duties.

Specific Expenses

- 3.38. The following procedures are to be used as direction for the payment of expenses:
 - a. **Meals** – no invoices required; set rate @ **\$75.00** per day (includes days of travel), based on travel time at a rate of **\$15, \$20 & \$40/meal**).
 - b. **Accommodation** – reasonable costs within Federal Government accepted hotels, double occupancy unless otherwise directed or gender dictates, and the President’s room should include en-suite for meetings or hosting requirements;
 - c. **Travel** – the most economical means of travel (using the authorized CBF travel coordinator) must be utilized. Air travel is the most time- efficient means and should be the primary mode. Advance planning is paramount to take advantage of lower rates. Overnight discount requirements should be considered if reasonable savings are identified and the affected individual is in agreement. Special circumstances may result in requests for train travel and such request must be handled case-by-case by the CBF President;
 - d. **Taxis, buses and toll fees** – expenses incurred as a result of tolls, local bus shuttle services and taxis will be paid to the full amount upon presentation of a receipt. The use of taxis should be limited and used if no other reasonable economical means is available. Executive are not expected to use local transportation systems (bus or street cars) when travelling to and from Airports to hotels or meeting places. Shuttle services should be the primary mode of transportation, followed by taxis;
 - e. **Personal vehicles** – pre-authorization of this means of travel is required and requests of this nature must be directed to the CBF President. The following expense reimbursements apply:
 - i. Personal choice – persons selecting this alternative to other authorized travel should be reimbursed actual amount spent on fuel upon presentation of receipts up to the dollar value associated with the cost of air travel to the same destination;

- ii. CBF choice – persons requested by the CBF to utilize their own vehicle on CBF business should be paid **\$0.35** per km.
- f. Rental vehicles – when authorized, rental vehicle re-imbusement will occur only for expenses related to the actual operation of the vehicle and payment will be limited to vehicle rental rate, insurance coverage and actual monies spent on fuel. Invoices are required for payment.

Other Expenses

- 3.39. Other expenses (stationary, printer ink, etc.) incurred during the performance of duties will be paid out by the Treasurer upon presentation of receipts and a covering note detailing the circumstances of the expense.
- 3.40. Long distance telephone calls shall be submitted for reimbursement if necessary. After-hours discount times should be utilized whenever possible, however the geographic spread of the CBF does not always allow for this so CBF Officers are not restricted to these times. E-mail, texting and SKYPE are practical and in-expensive means to handle non-urgent matters and should be utilized whenever possible.
- 3.41. Only the treasurer is authorized to make purchases of major assets so requirements should be identified and directed to that officer.

Other Appointed CBF Officers

- 3.42. CBF Appointed Officers may also be entitled to financial reimbursement of reasonable expenses incurred during the performance of their duties; however, these entitlements will be identified in the specific *Statement of Duties* developed for their tenure of service.
- 3.43. The Board may approve the payment of transportation, per diem and accommodation expenses to other parties; however, their approval must also identify the method of repayment.
- 3.44. The direction identified for Officer expense repayment should be used as guideline for these scenarios.

Sponsorship

- 3.45. The CBF should actively soliciting corporate sponsorship to subsidize and develop CBF programs. This should only be done in accordance with the following guidelines:
 - a. The CBF President is responsible to negotiate, present details to the Board, and sign all contracts;
 - b. Associations who have written contractual obligations with any company or corporation must inform the CBF office of these arrangements and provide a copy of the written agreement to the CBF;
 - c. National sponsors logos must be included on National Event posters and programs;
 - d. Any Member or Host organizing committee intentionally or deliberately approaching and jeopardizing any existing or potential contracts with CBF sponsors are subject to disciplinary action.

Marketing and Promotional Vehicles

- 3.46. Any administrative, promotional or technical material initiated and produced by the CBF or any Member cannot be "garnered" and sold for profit or reproduced unless both parties have signed a written agreement.
- 3.47. All CBF promotional and/or technical material that is sold at sanctioned events must be done on a profit-sharing basis determined and agreed upon prior to the event.
- 3.48. CBF developed materials, documents, or publications may not be reproduced nor shall they be offered for sale by anyone without the express written permission of the CBF. Any Member breaching this regulation will be subject to sanctions.
- 3.49. Foreign persons/groups/or National bodies may not copy or reproduce any CBF materials. Arrangements can be made for the purchase of such materials through the CBF office. Failure to comply with these requests will result in suspension and/or severing of all ties with the person/groups concerned.

CHAPTER 4: POLICIES

1. The CBF Policies are guidance documents containing a generalized set of agreements/instructions.
2. Proposals for change, additions, or amendment are submitted to either the CBF Technical or the CBF Development Meetings for approval. Policies are submitted and amended as a complete document.
3. The policies and associated meetings are identified below:
 - a. Section 1 – Access and Equity Policy (Development Meeting)
 - b. Section 2 – Official Languages Policy (Development Meeting)
 - c. Section 3 – Conflict of Interest Policy (Development Meeting)
 - d. Section 4 – Harassment Policy (Development Meeting)
 - e. Section 5 – Code of Conduct and Discipline Policy (Development Meeting)
 - f. Section 6 – Dispute Resolution Policy (Development Meeting)
 - g. Section 7 – Safety and Equipment Policy (Technical Meeting)
 - h. Section 8 – Doping Policy (Technical Meeting)
 - i. Section 9 – National Championship Hosting Policy (Technical & Annual Meeting)

Section 1 – ACCESS AND EQUITY POLICY

Preamble

- 1.1 The Canadian Broomball Federation is committed to encouraging equity and accessibility to all persons in the administration, policies, programs and activities of the Federation, including the allocation of resources. The Canadian Broomball Federation will enhance the opportunities for equity and access for all individuals participating in broomball leadership, programs and activities.

The Principles

- 1.2 The Canadian Broomball Federation will work to ensure that access and gender equity are key considerations when developing, updating or delivering all programs and policies. The emphasis for access and gender equity is an attempt to attract and include girls and women, persons with disabilities, First Nations people, new Canadians and other minority groups in broomball, and bring them to an equitable level of participation in physical activity and sport.

Goals

- 1.3 Achieve access and gender equity in the administration, policies, and programs of the Federation.
- 1.4 Play a positive role in raising the awareness and understanding of access and gender equity among its members.

Leadership and Administration

- 1.5 The Canadian Broomball Federation ensures its by-laws use gender-neutral language.
- 1.6 The Canadian Broomball Federation will ensure that all Canadians at all levels in the broomball system have equal opportunity to participate, compete, coach, officiate, administer, organize, lead, and instruct in a fair, and an unbiased environment.
- 1.7 The Canadian Broomball Federation shall declare publicly that it is an equal opportunity employer and respects the principles of pay equity in relationship to salaried employees.
- 1.8 The Canadian Broomball Federation shall work proactively with provincial/ territorial and national agencies to identify and eliminate barriers facing all Canadians in the sport of broomball
- 1.9 The Canadian Broomball Federation shall strive to have both genders represented on all its board of directors and all committees.
- 1.10 The Canadian Broomball Federation shall collect gender-based statistics on an annual basis.
- 1.11 The Canadian Broomball Federation shall analyze the disbursement of funds on a gender basis.

Education

The Canadian Broomball Federation recognizes that an effective education program is necessary to the success of this policy.

- 1.12 The Canadian Broomball Federation shall use gender appropriate language for all publications, videos and advertisements including a balance of men, women and minority group images.
- 1.13 The Canadian Broomball Federation shall provide guidelines on best practices and materials to educate its members.
- 1.14 Through the newsletters and CBF web site, the Canadian Broomball Federation shall communicate the achievements of women and minority groups in broomball.

External Liaisons

- 1.15 Canadian Broomball Federation representatives at external meetings shall understand and be committed to the principles of access and gender equity as set out in this policy, and actions at these meetings should reflect these principles. The Canadian Broomball Federation shall strive to have both sexes represented on its delegations to external forums and conferences.
- 1.16 The Canadian Broomball Federation shall not solicit nor accept sponsorship from companies that discriminate against women and minority groups.
- 1.17 The Canadian Broomball Federation shall lobby the IFBA to create equal competitive opportunities for all Canadians at World Championships and international competitions controlled by the International Federation.

Promotion

- 1.18 The Canadian Broomball Federation will increase the exposure and build awareness of women and minority groups in all aspects of broomball.
- 1.19 The Canadian Broomball Federation will represent women and minority groups of all ages with respect and so as to enhance self-esteem.
- 1.20 The Canadian Broomball Federation will actively promote broomball as a sport for all people.

Section 2 – OFFICIAL LANGUAGES POLICY

Preamble

- 2.1 The Canadian Broomball Federation recognizes that any member should be able to communicate, verbally or in writing, in either of Canada's official languages when dealing with or conducting business within the Canadian Broomball Federation.
- 2.2 The Canadian Broomball Federation shall provide the following services to our members and the general public in both official languages:
 - a. All key operating documents of the association, such as by-laws, policies and procedures and technical publications including Coaching & Officiating Manuals and Rule Books
 - b. All materials required for the Annual Meeting & general meetings, including agendas, proposals to amend the game Rules, Policies and Procedures and minutes.
 - c. National event information such as registration and meeting information and coaches packages
 - d. Translation services for the Annual Meeting & general meetings
 - e. Website content

Section 3 – CONFLICT OF INTEREST POLICY

Preamble

- 3.1 This Conflict of Interest Policy identifies the standard of behavior expected of all Canadian Broomball Federation members. Members who fail to meet this standard will be subject to the disciplinary sanctions identified within this policy.
- 3.2 Canadian Broomball Federation members (representative, staff, volunteers, players, officials, coaches, etc) are expected to fulfill certain responsibilities and obligations, including but not limited to, complying with the bylaws, policies, rules and regulations of the Canadian Broomball Federation.

Application

- 3.3 This policy applies to all members of the Canadian Broomball Federation and members include athletes, coaches, officials, volunteers, directors, officers and administrators.
- 3.4 Conflict of interest matters arising within the activities or events of clubs, regional or Provincial/Territorial Associations or affiliates of the Canadian Broomball Federation shall be dealt with using the conflict of interest policies and mechanisms of such organizations.

Conflict of Interest Policy

A conflict of interest will be deemed to exist:

- 3.5 When designated representatives place themselves or can be perceived to have placed themselves in a position where they are under any obligation to any person or organization, which might benefit from improper consideration or favour.
- 3.6 When designated representatives seek or are perceived to seek, gain, receive, or benefit financially from preferential treatment in the discharge of their duties and responsibilities to the Canadian Broomball Federation. Such situations include, but are not limited to, the following:
 - a. entering into an agreement of contract for the sale or manufacturing of broomball supplies and/or services with any agency which could be construed as an endorsement of or promotion by the Canadian Broomball Federation
 - b. having personal financial dealings with an individual or corporation whose business with the Canadian Broomball Federation involves the designated representative's sphere of responsibilities
 - c. making an investment in any situation in anticipation of the Canadian Broomball Federation taking a material interest therein or which results from knowledge of facts not generally available to the public or in anticipation of actions, which may be taken by the Canadian Broomball Federation in such a situation
 - d. advocating or expressing an opinion, either verbally or in writing; which is contrary to the stated policies, decisions or positions of the Canadian Broomball Federation
 - e. behaving in such a manner as to embarrass the Canadian Broomball Federation or to bring the name of the Canadian Broomball Federation into disrepute.
- 3.7 If gifts or favours of any kind are exchanged between a designated representative and any individual or corporation whose relationship with the Canadian Broomball Federation involves the designated representative's sphere of responsibilities.
- 3.8 If designated representatives find themselves in a position of having to determine the allocation of funds to specific projects with which they or a family member could be perceived to be deriving benefit.
- 3.9 If a designated representative finds himself/herself in a position of evaluating and subsequently, voting upon, a sponsorship proposal from a company or corporation for whom the designated representative works or from whom that designated representative receives benefits (e.g. sponsorship).

NOTE:

This policy is not intended to prohibit the acceptance or giving of common courtesies associated with accepted business practices, including accepting or giving gifts of nominal value which could not be construed as a bribe or other improper payment. Cash payments in any amount must not be accepted or given as a gift or favour under any circumstances.

This policy is not intended to prohibit the payment of honoraria by the Canadian Broomball Federation to individuals who are entitled, by virtue of services performed or rendered to receive such honoraria.

Disclosure

- 3.10 Prior to the appointment, election, recognition or employment of any individual or association, said individual or association shall be provided with the Conflict of Interest Policy and will be expected to declare that he/she or it have no business, commercial, financial, professional, property or similar interest (s) which in his/her or its opinion might be construed as being in actual or potential conflict with the duties and responsibilities or the position offered.
- 3.11 If, prior to appointment, election, recognition or employment, any individual or association discloses interest(s) which may be, or may be perceived to be in conflict with the interests of the Canadian Broomball Federation, the individual or association agrees that an understanding on his/her or its part will be required to correct if found in actual or potential conflict with the duties and responsibilities of the position offered.

Administrative Procedures

- 3.12 If designated representatives are faced with a situation involving an existing or potential conflict of interest, or are in doubt about the application of these policies, the circumstances must be reported immediately. In the case of reported situations of conflict of interest, the contact must make a determination if in fact a conflict of interest does exist. If it is deemed that there is in fact a conflict of interest and/or perceived conflict of interest, a report in writing must be sent to the President.
- 3.13 Where a Canadian Broomball Federation designated representative has failed to disclose a conflict of interest and/or perceived conflict of interest, the President will take the following actions:
- a. Request that the designated representative's actions be justified in writing.
 - b. Discuss the circumstances at the next Canadian Broomball Federation Board or Members meeting (or if circumstances necessitate an immediate decision, convene an Executive meeting by conference call).
- 3.14 Based on the decision by the Board or Members, the designated representative will be requested to cease those actions which have brought about the conflict of interest, by the appropriate contact informing the designated representative of the Executive or Board of Director decision, and requesting that all conflict of interest actions cease.

- 3.15 Should the designated representative continue those actions or activities that have been deemed to be in conflict of interest of the Canadian Broomball Federation, the designated individual will be removed from his/her position or, in the case of an association, all benefits will be withdrawn. In all cases of conflict of interest or perceived conflict of interest, the Board or Members must be advised of the outcome.

Appeal Process

- 3.16 If the designated representative is removed from his/her position or, in the case of an association, benefits are withdrawn, and the designated representative wishes to appeal the decision, a written request for appeal stating grounds, must be submitted in accordance with the Canadian Broomball Federation Appeal Procedures.

Section 4 - HARASSMENT POLICY

Preamble

- 4.1 The Canadian Broomball Federation is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment that promotes growth and equal opportunities in the sport and prohibits discriminatory practices.
- 4.2 Harassment is unwelcome conduct that is offensive in nature and that detrimentally affects the performance of an individual or group of individuals and the work/play environment on the basis of race, religious beliefs, colour, gender, physical or mental disability, marital status, age, sexual orientation, ancestry or place of origin.
- 4.3 Harassment is offensive, degrading, inappropriate, threatening and illegal. It is a violation of the Canadian Charter of Rights and Freedoms.
- 4.4 This policy applies to all employees as well as to all directors, officers, volunteers, coaches, athletes, officials and members of the Canadian Broomball Federation. The Canadian Broomball Federation encourages the reporting of all incidents of harassment, regardless of who the offender may be.
- 4.5 This policy applies to harassment that may occur during the course of all business, activities and events of the Canadian Broomball Federation and its member associations. It also applies to harassment between individuals associated with the Canadian Broomball Federation but outside the Canadian Broomball Federation's business, activities and events when such harassment adversely affects relationships within the Canadian Broomball Federation work and sport environment.
- 4.6 Notwithstanding this policy, every person who experiences harassment continues to have the right to seek assistance from their provincial/territorial human rights commission, even when steps are being taken under this policy.

Definitions

- 4.7 Harassment takes many forms but can generally be defined as comment (written or oral), conduct or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive.
- 4.8 For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favours or other verbal or physical conduct of a sexual nature such as, but not exclusive to when submitting to or rejecting this conduct is used as the basis for making decisions that affect the individual.
- 4.9 Types of behaviour that constitutes harassment include but are not limited to: written or verbal abuse, unwelcome remarks, condescending behaviour, unwanted physical conduct or sexual assault.
- 4.10 Retaliation against an individual for having filed a complaint or participated in any procedure under this policy will be treated as harassment and will not be tolerated.

Responsibility

- 4.11 The Canadian Broomball Federation Members are responsible for the implementation of this policy, and for discouraging and preventing harassment within the Canadian Broomball Federation.
- 4.12 They will investigate formal complaints in a sensitive, responsible and timely manner, imposing appropriate disciplinary or corrective measures when a complaint has been substantiated regardless of the position of the offender.
- 4.13 The Canadian Broomball Federation will make all members and employees aware of the problem of harassment and of the procedures contained within this policy.

Disciplinary Action

- 4.14 Employees or members of the Canadian Broomball Federation against whom a complaint of harassment is substantiated may be severely disciplined up to and including employment dismissal or termination of membership in cases where the harassment takes the form of assault, sexual assault or a related sexual offence.

Confidentiality

- 4.15 The Canadian Broomball Federation shall not disclose to outside parties the name of the complainant; the circumstances giving rise to a complaint or the name of the respondent unless a disciplinary or other remedial process requires such disclosure.

Harassment Officers

- 4.16 The Executive of the Canadian Broomball Federation shall appoint at least two persons, one male and one female, who are themselves members or employees of the organization to serve as officers under this policy. If more than two officials are appointed the Canadian Broomball Federation shall ensure a gender balance.

- 4.17 The role of these officers is to serve in a neutral unbiased capacity and to receive complaints, assist in informal resolution of complaints and investigate formal written complaints. In carrying out their duties, these officers shall be directly responsible to the Canadian Broomball Federation Members.

Complaint Procedure

- 4.18 A person who experiences harassment is encouraged to make it known directly to the harasser.
- 4.19 If confronting the harasser is not possible or such incident occurs again, keep a written record of the date, time and nature of behaviour and witnesses if any. Then seek advice from the harassment officers.
- 4.20 The harassment officers shall inform the complainant of the options for informal or formal resolution of his or her complaint.
- 4.21 Informal resolution will be a negotiated solution acceptable to the complainant. The harassment officers will assist, and will then keep a written record that a complaint was made and resolved informally.
- 4.22 The harassment officers shall submit a formal written complaint to the respondent without delay, and the respondent will be given opportunity to provide a written response.
- 4.23 Within 21 days after receiving a written complaint, the harassment officers shall submit a report to the executive of the Canadian Broomball Federation along with a recommendation that:
- a. no further action be taken because the complaint is unfounded
 - b. the complaint is not within the policy, or
 - c. further investigation take place
- 4.24 If the case is to be pursued further the executive of the Canadian Broomball Federation shall appoint three members to serve as a review panel (with at least one of each sex). No member of this panel shall have an interest with either the complainant or respondent.
- 4.25 Within 21 days, the panel will convene a hearing, giving at least 14 days notice to both sides. The panel will elect a chairman who will be the deciding vote if a majority decision is not possible. The hearing shall be held in camera, and an advisor may accompany both sides.
- 4.26 The panel shall present a report to the executive of the Canadian Broomball Federation within 14 days. If the allegations were false, they can recommend disciplinary action against the complainant. If the allegations are justified, disciplinary action up to and including suspension may be considered against the respondent. The Canadian Broomball Federation Members must ratify disciplinary action.

Appeals

- 4.27 Both complainant and respondent shall have the right to appeal the decision and recommendations of the panel. A notice of intention to appeal, along with the grounds for the appeal must be provided to the chairperson within 14 days of receiving the panel's report.
- 4.28 In the event of an appeal, the Executive of the Canadian Broomball Federation will constitute the appeal body. The appeal body shall base its decision solely on a review of the documentation surrounding the complaint and the notice of appeal.
- 4.29 Within 10 days, the appeal body shall present its findings to the Canadian Broomball Federation Members. The appeal body shall have the authority to uphold the decision of the panel, to reverse the decision of the panel, and/or to modify the panel's recommendations for disciplinary action.
- 4.30 The decision of the appeal body shall be final and there shall be no appeal.

Section 5 - CODE OF CONDUCT AND DISCIPLINE POLICY

- 5.1 Officers and Members of the CBF, **including all Athletes, Coaches, Officials and Volunteers** are expected to adhere to the guidelines and obligations as outlined in the Constitution and By-Laws, Official Rule Book, and Policies and Procedures Manual.
- 5.2 The CBF encourages its ASSOCIATIONS to establish policies and procedures for discipline matters within their jurisdiction.
- 5.3 Member ASSOCIATIONS of the CBF agree to apply and enforce disciplinary action taken by the CBF.
- 5.4 The CBF and its ASSOCIATIONS agree to apply and enforce disciplinary action taken by an ASSOCIATION.
- 5.5 All Officers and Members affiliated with the CBF shall:
- a. Attempt at all times to work toward the goals and objectives of the CBF and the game of Broomball;
 - b. Strive to heighten the image and dignity of the CBF and the sport of broomball as a whole, and to refrain from behaviour which may discredit or embarrass the CBF or the game;
 - c. Always be courteous and objective in dealings with other members;
 - d. Refrain from unfavourable criticism of members or representatives of the CBF except when made through proper channels;
 - e. Strive to achieve excellence in the sport while supporting the concepts of fair play and drug-free sport; and
 - f. Show respect for the cultural, social and political values of all participants in the sport from other nations.

- 5.6 Any Provincial/Territorial Association delegate at National Championships shall not be permitted to accept a position, paid or one with CBF authority, and act within a capacity of authority during any issues relating to disciplinary action or one involving his/her P/TSO. The member in question will have the opportunity to make their intentions known prior to the competition.
- 5.7 An individual's conduct shall be in question when they:
- a. Use their position within the CBF for personal and/or material gains;
 - b. Wilfully circulate false, malicious statements, derogatory to any other member of the CBF;
 - c. Wilfully ignore or break the bylaws, policies, and/or rules and regulations of the CBF;
 - d. Counsel others to ignore or break the bylaws, policies, and/or rules and regulations of the CBF;
 - e. Act in such a manner as to dishonour, embarrass or disgrace the CBF or any of its members/participants.

Discipline Procedures

- 5.8 Disciplinary Committees will be established for National Events and they are empowered to enforce all rules of the *CBF Rule Book*. Decisions made by the committee are binding. The committee may also make recommendations to the Executive for action on issues.
- 5.9 Disciplinary action may be taken as a result of a breach in any rules, regulations or guidelines recognized by the CBF. Unless otherwise identified, the Executive is responsible to investigate all complaints or actions that warrant disciplinary action.
- 5.10 The Executive may carry out any disciplinary action other than revoking of memberships. Disciplinary action includes:
- a. Warning – notification that continued behaviour could lead to further disciplinary action;
 - b. Suspension – of participation in a set number of games or other participation in Federation activities;
 - c. Fines – monetary penalty established and authorized by the Federation; and
 - d. Other actions defined by committees.
- 5.11 All issues requiring investigation or disciplinary action shall be actioned only upon receipt of written documentation. The document should contain:
- a. Particulars of the person originating the correspondence (Name, Role in ASSOCIATIONS or Federation if applicable, Contact numbers):
 - b. Details of the issue;
 - c. Date of occurrence;
 - d. Parties involved;

- e. Names and particulars of witnesses;
 - f. Documentation or evidence (photos, recordings, etc); and
 - g. Recommendations, if applicable.
- 5.12 Harassment complaints may be verbally initiated and should be directed to the President. Written corroboration, as per paragraph 3.10 above, will eventually be required.
- 5.13 ASSOCIATIONS must be informed, in writing, of any action taken against themselves or their members;
- 5.14 The following chart should be used to investigate incidents. The President will coordinate activities specific to situations not listed below.

CONCERN	ORIGINATOR	INVESTIGATIVE PROVESS	ACTION
Harassment Complaint	Individual being harassed	Executive member with experience in the field investigates and presents results to CBF Board. Recommendations are made and discussed. Legal advice should be sought, as required.	All parties, including their ASSOCIATIONS are informed of the results in writing. Possible actions include: - Suspension - Apology - Recommendation for Sensitivity training - Recommend revoking of membership (Annual Meeting)
Code of Conduct Issue Complaint	Observance by CBF Board member Complaint from Association Board Complaint from membership Complaint from Sponsor	Board member assigned to investigate and make recommendations to the CBF Board. If a Board member is the subject of an investigation, then an Arbitration Committee should be established.	
Rules of the Game	Sanctioned Disciplinary Committee from National Event	VP Technical investigates and makes recommendations to the President.	Affected members informed in writing of the decision.

- 5.15 Any member of the CBF whose conduct is in question will:
- a. Be notified of the unacceptable situation by the CBF President (or selected representative) and counselled to change their action or behaviour. Initial contact may be verbal, but must be followed up by a letter. The notification/letter shall:
 - i. Contain details of the incident(s) or situation with specific reference to the CBF regulation contravened.
 - ii. Provide direction as to the corrective measure to be taken.
 - iii. Identify a date by which the behaviour must be corrected.
 - iv. Identify consequences of failure to correct behaviour.
 - v. Be subjected to further disciplinary action if behaviour is not modified.

- 5.16 All parties involved in an investigation and/or disciplinary action shall be informed in writing of the particulars of the situations. All parties will have the right to make representation (at their own expense) to the investigating officer.

Appeals

- 5.17 The CBF endorses the principles of justice and due process, which allows an individual the right to a hearing and an appeal of any action, which affects their rights.
- 5.18 Appeals relating to CBF disciplinary decisions may be made to the CBF Board in writing within fifteen (15) calendar days of an appellant receiving a disciplinary action. The appeal should be addressed to the CBF President.
- 5.19 Appellants are responsible to ensure the action is actually subject to an appeal and ensure the letter contains the following information:
- a. Date original disciplinary action was made;
 - b. Specifics of the disciplinary action;
 - c. Grounds for appeal.
- 5.20 Appeals will be heard in a timely and cost efficient manner. Upon receipt of a legitimate appeal, the President will establish an Arbitration Committee to hear the appeal.
- 5.21 The Federation is not responsible for costs incurred by any parties involved in the appeal with the exception of the Arbitration Committee.
- 5.22 The Arbitration Committee:
- a. Will be comprised of a Board member, a representative from the appellant's ASSOCIATION and another CBF member from a different ASSOCIATION to which all parties agree. The President will be the point of contact for all matters relating to the appeal until the committee has been established;
 - b. Shall not have to convene to hear the appeal but may conduct business via teleconferencing or other expedient means;
 - c. Will take all information into consideration;
 - d. May contact all parties involved in the original disciplinary action decision;
 - e. Agree, with a unanimous vote, whether to uphold or NOT support the appeal;
 - f. May not recommend further action against the appellant specific to the original disciplinary action;
 - g. Will inform the President, in writing, of the results of the hearing, including recommendations. The committee will ensure any recommendations are attainable within the guidelines of the Federation's jurisdiction;
 - h. Will forward all documentation used in the hearing to the CBF Office; and
 - i. Decisions will be final and binding to all parties.

- 5.23 Upon receipt of the Arbitration Committee's report, the President will notify the appellant and their ASSOCIATION of the results of the appeal. The President will also inform the Executive of the decision and any recommendations.
- 5.24 If any party believes the Appeal Panel has made an error, such as those described in Section 3 - Appeals (pages 11 & 12 of this policy), that party may refer any dispute, other than those related to the CBF, to independent arbitration through the Sport Dispute Resolution Centre of Canada (SRDCC) provided the party does so within the prescribed timeline as set out by the SRDCC. The matters that can be considered by arbitration and the terms under which the arbitration can be conducted will be determined by the SRDCC.

Section 6 – DISPUTE RESOLUTION POLICY

Preamble

- 6.1 The Canadian Broomball Federation support the principles of Alternative Dispute Resolution (ADR) and is committed to the techniques of negotiation, facilitation, mediation and arbitration as effective ways to resolve disputes with and among members, and to avoid the uncertainty, costs and other negative effects associated with litigation.

Scope

- 6.2 This policy applies to disputes with and among members, where the term "Member" refers to all categories of members within the Canadian Broomball Federation, as well as to all individuals engaged in activities with or employed by the Canadian Broomball Federation, including but not limited to: athletes, coaches, officials, volunteers, directors, officers, team managers, team captains, administrators and employees (including contract personnel).
- 6.3 This policy does not apply to disputes relating to:
- a. Matters of employment;
 - b. Infractions for doping offences, which are dealt with pursuant to the Canadian Policy on Doping in Sport and the Canadian Doping Control Regulations;
 - c. The Rules of the game of Broomball which may not be appealed; and
 - d. Discipline matters arising during events organized by entities other than the Canadian Broomball Federation, which are dealt with pursuant to the policies of these other entities.

Negotiation

- 6.4 The Canadian Broomball Federation encourages all Members to communicate openly and to collaborate in using problem-solving and negotiation techniques to resolve their differences. In almost all cases, a negotiated settlement is preferable to any outcome achieved through other dispute resolution techniques and negotiated resolutions to disputes with and among Members are strongly encouraged.

Facilitation and Mediation

- 6.5 Opportunities for facilitation and mediation may be pursued at any point in a dispute within the Canadian Broomball Federation where it is appropriate and where the disputing parties agree that such a course of action would be mutually beneficial.
- 6.6 Where mediation is pursued, it will be done so in accordance with standard mediation practice using trained mediators who are acceptable to the parties and are available in reasonable time periods after the dispute has taken place.

Appeals

- 6.7 Appeals within the Canadian Broomball Federation will be dealt with under the Canadian Broomball Federation Policies and Procedures Manual “Code of Conduct and Discipline Policy – Appeals”

Arbitration

- 6.8 In the event that a dispute persists after internal avenues of decision-making, negotiation, facilitation, mediation and/or appeals have been exhausted, the parties may pursue opportunities for independent arbitration through the Sport Dispute Resolution Centre of Canada (SDRCC). All costs related to independent arbitration will be the responsibility of the party requesting such action.

* **For more information, refer to the Sport Dispute Resolution Centre of Canada (SDRCC) at www.crdsc-sdrcc.ca.**

- 6.9 Where such independent arbitration is pursued, it will be done so in accordance with standard arbitration practice using trained arbitrators who are acceptable to the parties.
- 6.10 The parties involved in a dispute may also mutually agree to bypass internal avenues of dispute resolution and may directly pursue opportunities for independent arbitration.
- 6.11 Where a dispute is referred to arbitration, all parties to the original dispute will become parties to the arbitration.
- 6.12 The parties to arbitration will enter into a written Arbitration Agreement that will specify that the decision of the arbitrator will be final and binding upon the parties and not subject to any further review by any court or any other body.

No Legal Action

- 6.13 No action, application for judicial review or other legal proceeding will be commenced against the Canadian Broomball Federation respecting a dispute, unless the remedies afforded by this policy have been exhausted.

Approval

- 6.14 This policy was approved by the Canadian Broomball Federation Board and its Members on February 20, 2014.

Section 7 - SAFETY AND EQUIPMENT POLICY

Safety

- 7.1 The fundamental concepts of the Safety Policy are to establish a level of safety intended to reduce the risk of injury from contact, which is inherent and incidental to the sport and to identify the responsibilities of the various participants.
- 7.2 Player safety and the use of proper equipment is the responsibility of many parties.
 - a. Players and parents (of minor players) are responsible for providing and maintaining proper equipment.
 - b. Coaches, trainers and team personnel are responsible for inspecting players' equipment and preventing the use of improper equipment.
 - c. Game officials are responsible for enforcing the rules of the game.
- 7.3 All players are required to wear protective equipment as described in the CBF *Rule Book*.
- 7.4 Equipment shall be manufactured by a professional manufacturer, and shall not be altered in any way that will decrease the protection to the player, increase the risk of injury to an opponent or void the manufacturer's warranty.
- 7.5 Any equipment, which violates this policy and/or the rules of play, will be removed from the game. Where required, appropriate penalties will be given.
- 7.6 When equipment dangerous to an opponent has been used, the game officials shall report the occurrence via the standard incident report to the appropriate governing body.

Equipment Review and Acceptance

- 7.7 An Equipment Review Committee will be established to review new equipment being introduced to the sport and make recommendations to the Annual Meeting.
- 7.8 The mandate of the committee will be to:
 - a. Formalize the Federation's equipment review process;
 - b. Offer manufacturers a venue to have new broomball equipment design/innovations reviewed;
 - c. Review the new broomball equipment to determine if it conforms to existing CBF playing rules;
 - d. Investigate concerns regarding current equipment;
 - e. Make recommendations to manufacturers regarding possible changes to their equipment;
 - f. Inform manufacturers of their decision in a timely manner; and
 - g. Make recommendation to the Members regarding the approval of broomball equipment for CBF play.

- 7.9 The committee shall be composed of at least one of each of the following:
- a. Members;
 - b. Vice President Technical;
 - c. Coaching Representative; and
 - d. Officiating Representative.
- 7.10 The Committee has the authority to make decisions, except the adoption of equipment, on behalf of the CBF. All adoption of equipment is subject to ratification at the Annual Meeting.

Helmets

- 7.11 All players shall wear a helmet in accordance with the CBF Rule Book.
- 7.12 Broomball is a sport with intrinsic hazards. Participation in Broomball implies the acceptance of some risk of injury. Use of a helmet certified under the CSA standards will not prevent all injuries. The use of the helmet is intended to reduce the frequency and severity of head injuries when used as intended for broomball, and in accordance with the manufacturer's fitting instructions.

Facial Protection

- 7.13 All Juvenile aged players (playing in all categories) must wear a full face mask firmly affixed to the helmet during sanctioned play. The mask must meet all of the following guidelines:
- a. Must be approved under the Canadian Standards Associations (CSA) standard used for Ice Hockey;
 - b. Shall be designed to cover the entire face to the lower line of the jaw and prevent the ball and/or head of the stick from touching the face of the wearer;
 - c. Shall be finished so that it does not create a risk of injury to the wearer or another person when it is used as it is intended;
 - d. Have a chin cup protecting the chin;
 - e. Have a two or four-point strap configuration that would allow the user to fasten the mask to the helmet.

Section 8 – DOPING POLICY

- 8.1 The CBF is opposed to the use of banned and restricted substances by athletes and methods for the purpose of performance enhancement.
- 8.2 The CBF adheres to the principles set out in the policy adapted by the Canadian Centre for Ethics in Sport – ***2011 Canadian Policy Against Doping in Sport.***

Section 9 – NATIONAL CHAMPIONSHIP HOSTING POLICY

“The objective of hosting a National Championship should be to provide a first class Championship for the athletes. It should not be construed as an avenue for making money. Costs should always be minimized for the athletes and delegates.”

- 9.1 Any Association in GOOD STANDING may apply to HOST a National Broomball Championship. A reputable bid from a city or town, endorsed by an Association, may also be accepted.
- 9.2 The Championships must be organized in accordance with the most current version of the *Policies and Procedures Manual, Section 9 – National Championship Hosting Policy* in effect at the time of the Championship. The CBF Board must approve any requests from Hosts to deviate from this policy.
- 9.3 The National Championships shall be awarded by a majority vote at the Annual Meeting, no more than three (3) years prior to the event. Potential hosts will be given the opportunity to make a presentation to the Membership at the Annual Meeting and will do so at their own expense.

NOTE: If the National event is more than one year away, no host bids will be accepted from the floor.

- 9.4 Potential Hosts:
 - a. Must submit a “Letter of Intent to Bid” to the CBF Office by March 1st, a maximum of three (3) years prior to the requested event; and
 - b. Must be supported by their respective ASSOCIATION and must present a letter of support to the CBF; and
- 9.5 Hosts with successful bids must:
 - a. Sign a binding contract with the CBF agreeing to abide (verbatim) with the current Hosting Policy. Breach of this contract will be subject to loss of Hosting Bond and forfeiture of the Hosting bid;
 - b. Pay a \$1000.00 non-refundable Hosting Fee (Senior National Championship event) or refundable Hosting Bond (Juvenile Nationals) payable to the CBF upon notification of successful bid. Senior National hosts are also required to post a refundable bond (due upon final site inspection by the CBF). This bond shall be held in trust and returned upon completion of the event (providing all commitments noted in the Hosting Policy have been met).
 - c. Submit a letter providing details of the Host site to the CBF by March 1st, two (2) years prior to the championships;
 - d. Arrange for the representative(s) of the CBF to visit the Host site up to one (1) year in advance of the event. During the site inspection, the Host will be responsible to provide final details regarding the venues, administration of the event (including Host Committee names) and contact information;
 - e. Provide the Annual Meeting with general details of the events one (1) year prior to the event. Information shall include hotel accommodations;

- f. Provide all ASSOCIATIONS with final details of the event no later than nine (9) months prior to the event;
- 9.6 The Senior and Juvenile National Championships must be scheduled during the last two weeks of March or in the month of April but not during the Easter weekend. The Juvenile's times are not to conflict with the Senior National Championships.

Canadian Broomball Federation Responsibilities:

- 9.7 The CBF Board is responsible to:
- a. Inform ASSOCIATIONS of "Requests to Bid" for all Championships;
 - b. Inspect awarded sites for compliance and ensure signing of Hosting Contract;
 - c. Prepare and maintain a *Hosting Checklist*, which provides suggestions for organizing an event. The Host is not obligated to follow this document;
 - d. Monitor HOST activities prior to and during events to ensure compliance with the *National Championships Hosting Policy*;
 - e. In the event the Host encounters difficulties (including withdrawal or breach of contract) the CBF Board will act within the best interest of the CBF and ensure a championship occurs;
 - f. Oversee all National Championships and ensure CBF Board members are present at each event;
 - g. Verify registration for the championships. The CBF shall have the power to accept registrations after March 1st of the championship year;
 - h. Monitor ASSOCIATIONS participation at events and enforce and collect sanctions resulting from non-compliance to CBF policies;
 - i. Co-ordinate and supervise the officials for the championships through the CBF Referee-in-Chief.
 - i. One official per participating Association will be invited to attend the event at the ASSOCIATION's expense.
 - ii. The Host's Association will provide a maximum of six officials. All travel expenses for these officials shall be covered by the Host Association.
 - iii. The CBF Referee-in-Chief may:
 - (1) Request additional officials.
 - (2) Prepare and maintain a seniority or participation list of officials. Sanction fees may be used to offset costs associated with bringing additional officials to the event.
 - j. Honorariums - paid to each Official:
 - i. To pay a flat rate of **\$450.00 per Official** to cover Monday – Sunday (travel days). *Officials will be required to attend and Officials Clinic the day before the event begins.*
The Officials will be paid in cash at the Officials Meeting held prior to the start of the event.

NOTE: Officials leaving the event for any reason prior to the last game will be required to return the money paid for the period they were not available.

Money not returned will be collected from their respective Association. This official will have their absence reviewed by the Board and may receive further sanctions.

- k. Prepare the event schedule in accordance with Annex B to *Policies and Procedures Manual, Section 9 – National Championships Hosting Policy*,
- l. Supply an Official CBF Flag for use by the Host during the championship (flag to be returned at the end of the event);
- m. Maintain a permanent record of Championship results taken from the Host statistics report.

NOTE - The history of a player involved in a disciplinary action at the National Championship will have this record documented for future reference in the event of repeat offences at National events.

- n. Trophies and Awards – confirm with the Host that the Trophies and Awards identified in Annex A; *Policies and Procedures Manual, Section 9– National Championships Hosting Policy* are available at the Championship.

9.8 The CBF is required to provide trophies and awards as follows:

- a. Championship Trophy for each category;
- b. Senior Men’s Final Game MVP (Robert Wood Memorial),
- c. Senior Women’s Final Game MVP (Keith Aiken Memorial);
- d. Senior Mixed Final Game MVP (CBF Board of Directors Trophy)
- e. Juvenile Boys Final Game MVP (Brian Gouthreau Trophy);
- f. Juvenile Girls Final Game MVP (Greg Mastervick Trophy);
- g. Overall Tournament MVP - CBF is responsible to provide, or arrange for sponsors to provide overall MVP awards in each category. (Mixed category will have one female and one male selected).

Membership Association Responsibilities

9.9 Associations are responsible to:

- a. Provide a letter of support for requests to Host Championships that originate in their Province/Territory;
- b. Provide representative teams to all National Championships;
- c. Coordinate distribution of information between the CBF, Host and representative teams;

NOTE: Teams participating at a National Championship who require accommodation must utilize the host hotels for the duration of the event (based on availability). Failure to comply will result in a fine to the team in the amount of \$500.00 payable to the host committee prior to the commencement of the event.

- d. Provide one Official for each National Championship their teams will be participating in (Host ASSOCIATION - max 6 Officials).

NOTE: Arrangements may be made with the VP Technical to “trade” requirements and send officials to closer championships.

- e. Provide names of the Officials attending the Championship to the CBF Office by February 1st each year.
- f. Ensure administrative deadlines are respected;
- g. Ensure the confirmation of teams participating at **Senior** Nationals and the *Registration Fee* (certified cheque or money order) for each participating team is sent to the CBF Office by **December 1st**. Ensure the confirmation of teams participating at **Juvenile** Nationals and the *Registration Fee* (certified cheque or money order) for each participating team is sent to the CBF Office by **December 31st**

- h. Ensure team registration forms for participating teams are sent to the CBF Office by March 1st. Complete and submit these forms to the CBF office ensuring the following guidelines have been met:

- i. Participating players must be permanent residents of a Province or Territory and have registered with their respective ASSOCIATION.

NOTE: Special consideration should be given by both bordering regions upon receiving a request from players living close to the borders. All other considerations will be reviewed and ruled upon by the CBF Board.

- ii. All players at the senior level must be registered and play in only one Provincial / Territorial Championship. These players then can only play for that ASSOCIATION at the National Championships of that year. All other considerations will be reviewed and ruled upon by the CBF Board.
- iii. Ensure the maximum number of players on the team selected to represent their ASSOCIATION at the Championships were members of the winning team from their ASSOCIATION’s respective playoffs (minimum 51% of roster).
- iv. On a year to year basis, each ASSOCIATION has the right to make written application to the CBF Board for leniency to wave the 51% rule should extenuating circumstances occur.
- v. Changes to the Registration Form can occur up until the end of the Coaches Meeting (Tuesday night prior to the start of the Championship).
 - (1) Failure to finalize the Registration Form by the Coaches Meeting prior to the start of the Championship could result in the team being disqualified from the championship. Games involving that disqualified team will be awarded as a forfeit as per the CBF Rule Book.
 - (2) Changes to the Registration Form must be accompanied by a letter from the respective ASSOCIATION certifying the eligibility of any players added.
- vi. Juvenile National Championship player registration forms shall be verified at the National Championship by matching the roster against player ID cards. The form cannot be changed after the Coaches Meeting (Tuesday) prior to the start of the Championship. Players without picture ID must

have two pieces of ID, one with a signature. The CBF Board member in charge or their designate must review their information.

- vii. The CBF reserves the right to verify all player eligibility.
- i. Coordinate return of Championship Trophies awarded to teams under their jurisdiction. Trophies are to be sent to the CBF Office prior to February 1st;
- j. Ensure that all expenses accrued by their coaches, players or delegates have been paid upon completion of the Championships;
- k. Attempt to provide a delegate or chef-de-mission for each National Championship to act as a liaison between the ASSOCIATION, their teams, the CBF, and the Host and to ensure that all members of their delegation (including officials) conduct themselves in a proper manner for the duration of the Championships; and
- l. Provide appropriate supervision of Juvenile teams sent to Championships (suggested ratio of 1 adult chaperon per 8 athletes).

Host Responsibilities

9.10 Identified in *Policies and Procedures Manual, Section 9 – National Championships Hosting Policy, Annex A.*

Sanctions Relating To National Championships

9.11 Specific sanctions include:

- a. REGISTRATION:
 - i. Failure to submit the *Registration Fee* (certified cheque or money order) to the CBF Office by **December 1st** (Senior Teams) or **December 31st** (Juvenile Teams) - SANCTION: \$100 FINE.
 - ii. Failure to submit the *Player Registration Form* (signatures not required) to the CBF Office by March 1st of the championship year - SANCTION: \$100 FINE.
- b. WITHDRAWAL - Teams withdrawing from National Championships after December 1st (Senior) or December 31st (Juvenile) will be subject to a fine. The fine will become the property of the CBF and may be used to reimburse the Host for the loss of revenue or expenses incurred as a result of the withdrawal - SANCTION – \$500.00 FINE (This fine would be in addition to the \$750.00 Participation Fee already received).
- c. OFFICIALS – Associations are required to send an official to each Championship they participate in. SANCTION: failure to provide an official - \$500.00 FINE.
- d. COACHING - Teams competing at National Championships must have a CBF Certified Coach on the bench for the entire duration of their games. SANCTION – \$100.00 fine/game (maximum \$500.00) The coach must not be a player/coach. Effective 2018, all Juvenile, Senior and Mixed Coaches will need to be BTC Certified.

Note: All coaching staff of players under 18 years of age must have a Vulnerable Sector Check done prior to National Championships and must present the certificate at Registration. For the next 2 years, either a signed declaration complete with Provincial/Territorial authorization or a new Vulnerable Sector Check must be presented. **SANCTION:** Coaching staff will not be eligible to stand on the bench if certificate or signed and authorized declaration isn't presented and a \$500 fine will be levied against the offending Province/Territory.

Annexes to Section 9 – National Championships Hosting Policy

Annex A - [Host Responsibilities](#)

Appendix 1 – [Hosting Checklist](#)

Appendix 2 – Broomball Ice Markings

Annex B – [Championship Schedule](#)

Appendix 1 - [National Championships Pool Placements](#)

Appendix 2 – [Mixed Championships Draw](#)

Appendix 3 – [Senior and Juvenile Championship Draws](#)

Annex C - [Statistics](#)

Annex D – [Game Officials](#)

Annex E - [Awards Selection](#)

Appendix 1 – All Star Selection Forms

Annex F - [Ceremonies](#)

HOST RESPONSIBILITIES

- 1.1. The HOST is responsible to provide:
- a. ARENAS – to include:
 - i. Two regulation size artificial ice surfaces complete with regulation nets and ice markings as per CBF Rule Book (including lines for the “wingers” to stand behind while waiting for the neutral zone face-off – see Annex A, Appendix 2).
 - ii. Separate, clean, dressing rooms for each of the competing teams available at least 30 minutes before their scheduled game times.
 - iii. Adequate food concessions at both arenas.
 - iv. Adequate amount of ice time available to accommodate a tournament involving 2- 2 x 6 round robins (in which all games may go into overtime) as well as play-off rounds, for a maximum of 76 games. VP Technical can provide guidance on anticipated number of games and required times (see Annex B, Appendix 2 & 3).

NOTE: The CBF Board reserves the right to change which rink will be the main arena at the Nationals if it is deemed to be in the best interest of the National Championships and all participants.
 - v. Provide one (1) hour of ice on the Tuesday night at the Juvenile & Senior Nationals before the Coaches and Officials Meeting for the CBF Referee in Chief to have an on-ice officials clinic with the officials participating in the Nationals.
 - b. INFORMATION - to all Associations, a minimum of twelve (12) months prior to the event and every subsequent three (3) months. Updates relating to:
 - i. Hotel accommodations – 5 rooms per team (4/room) should be made available for the duration of the Championships. Accommodations must be located within 30 minutes of the arenas.
 - ii. Transportation – the host must provide a list of rental agencies, prices and contact information to all participating teams.
 - iii. Host Committee Contact Information.
 - c. STATISTICS BOARD – provide and maintain a current tournament statistics board providing up-to-date game scores and division standings;
 - d. GAME BALLS - twenty-four (24) official balls to be used during the tournament (balls must be new at start of event);
 - e. PERSONNEL - sufficient personnel to operate the admission gate, P.A. system, medical and security systems, tournament promotion, individual award selections, information services and minor game officials (time keepers). The host is also required to establish Committees to select athletes for individual awards listed below in all divisions at National Championships. The HOST shall invite a member of the CBF Board to oversee the Individual Award Selection Committee;

- (1) Game Most Valuable Players (Round Robin).
 - (2) 1st and 2nd All-Star Teams (Round Robin).
 - (3) Team Most Valuable Players (Round Robin).
 - (4) Sportsminded Teams.
- f. COMPUTER (and other office equipment): a computer and associated hardware to accommodate the operation of the National Championship Stats Program. Minimum specifications include:
- (1) Laptop or desktop computer
 - (2) Printer – Laser or Ink Jet
 - (3) Photocopier
 - (4) Internet Access (mandatory)
- g. IDENTIFICATION SYSTEM – cards/badges to identify coaches, players, delegates, officials, etc.

Miscellaneous

1.2. The HOST is also required to:

- a. Notify the local police of the dates of the Championships and make them aware that all official participants of the Championship will have an identification tag;
- b. Provide a person or committee to meet all delegates and teams at the airport or hotels upon arrival.
- c. Organize an Awards Presentation function (meal optional) for the formal presentation of team and individual awards.
 - i. This facility must be able to accommodate all participants and shall be by invitation only.
 - ii. Cost of admission should be a nominal charge (no meal) or a break-even charge (meal). Courtesy tickets should be provided for:
 - (1) All CBF Board Members in attendance at the championship;
 - (2) Government delegates
 - (3) National Sponsors (maximum two tickets each) – CBF's expense;
 - (4) Community representative; and
 - (5) Officials
- d. Invite all sponsors, both local and CBF, to all protocol events during the National Championships.
- e. Provide advertising in the souvenir program for CBF Sponsors (as per the CBF contract).
- f. Raise the CBF Championship Flag (provided by the CBF) at the

Championship Opening Ceremonies. The flag shall be lowered at the Closing Ceremonies and presented to the next HOST. Replacement of lost flags will become the financial responsibility of this HOST.

- g. Prepare a financial report and submit it to the CBF Office within sixty (60) calendar days of the completion of the Championships. The report should include all financial details associated with the event, including all unpaid bills or damages for any Member ASSOCIATION.
- h. CBF Sanctioned Events, which include alcohol, must have sufficient insurance coverage. It is the Host's responsibility to ensure that this coverage is in place and to cover the expense of any additional coverage.

Financial Responsibilities

1.3. HOST is responsible for the following expenses:

- a. TRANSPORTATION – vehicles, fuel and associated insurance costs for the duration of the event, including:
 - i. Two (2) cars for use by CBF Board.
 - ii. Two (2) vans (with seating) for use by the Officials.
 - iii. One (1) car for use by the event Referee in Chief.

NOTE - Teams participating at National Championships are responsible for their own transportation.

- b. ACCOMMODATION:
 - i. Officials – for all officials (based on double occupancy) for the duration of the Championship. The Referee in Chief shall choose the accommodations for the Officials with assistance from the HOST.
 - ii. CBF Board - single occupancy rooms for the CBF Board and the Referee in Chief for the duration of the event.
 - iii. Meeting Rooms – for the CBF to hold Coaching, Officials and Disciplinary Committee meetings. The HOST shall also book meeting rooms for the CBF's annual meetings prior to the Senior Championships (host ASSOCIATION's expense)
- c. HONORARIUMS - paid to each Official:
 - i. This will be the financial responsibility of the Canadian Broomball Federation as long as Sport Canada funding is in place. In the event there is no funding, this will be the responsibility of the HOST (see Chapter 4, 9.7 j).

d. TROPHIES AND AWARDS – purchase and pay for the following:

MIXED CATEGORY		
AWARD	Reason	MIXED
Medallions (purchased from CBF)	1 st Place	One medallion / team member
	2 nd Place	Same as above
	3 rd Place	Same as above
	4 th Place	Same as above
All Star Teams	1 st Team (incl. Coach) & 2 nd Team	One award / team member
Overall Team MVPs		One award for each team MVP
Game MVPs (CBF to provide pin)	2 awards/game (Round Robin)	One award for MVP on each team
Most Sportsminded Team		One award for this category

SENIOR CATEGORIES			
AWARD	Reason	MENS	WOMENS
Medallions (purchased from CBF)	“A” Division Champs		
	1 st Place	One medallion/team member	One medallion/team member
	2 nd Place	Same as above	Same as above
	3 rd Place	Same as above	Same as above
	4 th Place	Same as above	Same as above
	“B” Division Champs		
	1 st Place	One medallion/team member	One medallion/team member
	2 nd Place	Same as above	Same as above
	3 rd Place	Same as above	Same as above
	All Star Teams	1 st Team (incl. Coach) & 2 nd Team	One award/team member
Overall Team MVPs		One award for each team MVP	One award for each team MVP
Game MVPs (CBF to provide pin)	2 awards / game (Round Robin)	One award for MVP on each team	One award for MVP on each team
Most Sportsminded Teams		One award/category	One award/category

Chapter 4 Section 9 Annex A – Host Responsibilities

JUVENILE CATEGORIES			
AWARD	Reason	BOYS	GIRLS
Medallions (purchased from CBF)	“A” Division Champs		
	1 st Place	One medallion/team member	One medallion/team member
	2 nd Place	Same as above	Same as above
	3 rd Place	Same as above	Same as above
	4 th Place	Same as above	Same as above
	“B” Division Champs		
	1 st Place	One medallion / team member	One medallion/team member
	2 nd Place	Same as above	Same as above
	3 rd Place	Same as above	Same as above
All Star Teams	1 st Team (incl. Coach) & 2 nd Team	One award/team member	One award/team member
Overall Team MVPs		One award for each team MVP	One award for each team MVP
Game MVPs (CBF to provide pin)	2 awards / game (Round Robin)	One award for MVP on each team	One award for MVP on each team
Most Sportsminded Teams		One award/category	One award/category

HOSTING CHECKLIST

THIS APPENDIX IS NOT AN OFFICIAL DOCUMENT BUT AN AIDE DESIGNED TO ASSIST WITH PLANNING AND USED IN CONJUNCTION WITH THE POLICIES AND PROCEDURES MANUAL; CHAPTER 4 SECTION 9 – NATIONAL CHAMPIONSHIP HOSTING POLICY.



PRE- EVENT ACTIVITY	
Prepare and submit bid to CBF three (3) years in advance of event	
Submit \$1000.00 bond with bid submission (If Senior event - pay \$1000.00 Hosting Fee)	
Attend Annual Meeting to present submission	
Arrange for CBF representative to visit site	
Sign contract with CBF	
Submit a letter providing details of the HOST site to the CBF by March 1st, two (2) years prior to the championships	
Provide the Annual Meeting with general details of the events one (1) year in advance of the event. Information to include hotel information.	
Provide all ASSOCIATIONS with final details of the event no later than nine (9) months prior to the event;	

EVENT SITE REQUIREMENTS	
The Senior and Juvenile National Championship must be scheduled during the last two weeks of March or in the month of April but not during the Easter weekend. The Juvenile's dates are not to conflict with the Senior National Championships.	
Two regulation size indoor artificial ice surfaces with appropriate nets and ice markings as per CBF Rule Book (including lines for the "wingers" to stand behind while waiting for the neutral zone face-off).	
Adequate ice time to accommodate up to seventy six (76) games for tournament play. All games may go into overtime. CBF VP Technical can provide guidance regarding actual number of games to be played and anticipated playing time.	
At each arena - separate, clean, dressing rooms for each of the competing teams available at least 30 minutes before their scheduled game times.	
Adequate food concessions at each arena.	
Affordable Hotel accommodation for at least 24 teams with up to 22 members per team, officials, guests, etc.	
Vehicle rental facilities	
Adequate food services industry in area	
Arenas to be located near Hotels (no further than 30 km).	
Close to transportation HUB (air, road etc).	
Seniors – 30 rooms blocked off for the Board and Delegates at host hotel	
Live Streaming available at the arena	
Hosting Bond received at time of Site Inspection (Senior Nationals only)	

DOPING TESTING (SENIOR NATIONALS)	
Requirement of host during the Gold Medal Games:	
One room for CCES for doping control centre.	
2 washrooms to conduct the sampling	
10 volunteers as chaperones for doping testing	
Beverage Bottles – sealed (minimum of 3 bottled water per player)	

MEETING ROOMS	
Required for duration of event:	
One at each arena for disciplinary committees.	
One at main arena for CBF Board with stationary, office equipment (photocopiers, printer, FAX, telephone).	
One at main arena for CBF VP Tech and assistant. Internet access and Wi-Fi required	
Separate statistics room with computer and printer for statistics program	
Event Coordination centre – located at main area	
Registration room – either at arena or HOST hotel. Sufficient size to accommodate players and coaches	
Coaches Meeting room - required prior to start of event for CBF to meet with all Coaches	
Officials Meeting room – required on Tuesday evening following the Coaches Meeting before the tournament starts	

PERSONNEL	
Sufficient personnel to operate:	
Admission gate	
P.A. system	
First aid services	
Security services	
Event promotion	
Information services	
Minor game officials (i.e. time keepers).	
Individual award selection Committees - to select athletes for individual awards listed below in all divisions at National Championships. The HOST shall invite a member of the CBF Board to oversee the Individual Award Selection Committee.	
MVP selection – required for all games. Minimum of two (2) individuals required per game.	
Event's Host Committee	
Statistics compilation	

ADDITIONAL LOGISTICS	
Identification System – cards/badges to identify coaches, players, delegates, officials, etc	
Notify the local police of the dates of the event and make them aware that all official participants of the Championship will have an identification tag;	
Arrange to use CBF flag. Flag to be raised at start of event and at close.	
Provide advertising space in the souvenir program for CBF Sponsors.	
Prepare a financial report and submit it to the CBF Office within sixty (60) calendar days of the completion of the Championships. The report should include all financial details associated with the event, including all unpaid bills or damages by any Member Association.	

AWARDS PRESENTATION “BANQUET”	
Location should be convenient to hotels and adequate to comfortably accommodate all teams, guests and other participants	
Meal optional.	
Price to be minimal and designed to cover cost of a meal. Price should be discussed/identified to the CBF prior to event.	
Associations informed of BANQUET cost and basic details prior to their arrival at event.	
If meal served, sufficient servers should be available to reduce amount of time spent on serving / eating.	
Head table required for dignitaries, CBF President, Sponsors and local community representatives.	
Complimentary tickets required for dignitaries, HOST guests, CBF Board present at event, all officials, and sponsors (2 per sponsor @ CBF Expense)	
Communication system required for speeches	
Awards should be displayed at BANQUET prior to presentation.	
Alcohol may be served at SENIOR events only.	
Music and dance optional	

EVENT SUPPLIES	
Statistics Board – at main arena - provide and maintain a tournament statistics board with up-dated game scores and division standings.	
Minimum of twelve official game balls to be available at each arena. Balls must be new at start of event.	
Stationary for statistics room, statistics board etc.	

Chapter 4 Section 9 Annex A, Appendix 1 – Hosting Checklist

INFORMATION TO BE PROVIDED TO EACH ASSOCIATION	
Provided a minimum of nine (9) months prior to the event:	
Hotel accommodation availability	
Vehicle rental availability	
Restaurant availability	
Location of venues	
Information package about regions	
Event <i>Points of Contact</i>	
Provide a month before event:	
Host to provide a person or committee to meet all delegates and teams at the airport or hotels.	

FINANCIAL RESPONSIBILITIES		
TRANSPORTATION	vehicle, fuel and associated insurance costs	Two (2) cars for use by CBF Board
		Two (2) vans (with seating) for use by the Officials
		One (1) car for use by the event Referee in Chief
ACCOMMODATION	Based on double occupancy for the full duration of the Championship. The Referee in Chief shall choose the accommodations for Officials with assistance from the HOST.	All CBF Officials (8 rooms)
		Single occupancy rooms for the CBF Board for the duration of the event
PER DIEMS	Rate of \$75.00 per day for five (5) days for a total of \$375.00 per official	Paid to each Official at the Officials Meeting held prior to the start of the event
TROPHIES AND AWARDS	purchase and pay for those identified in tables below	

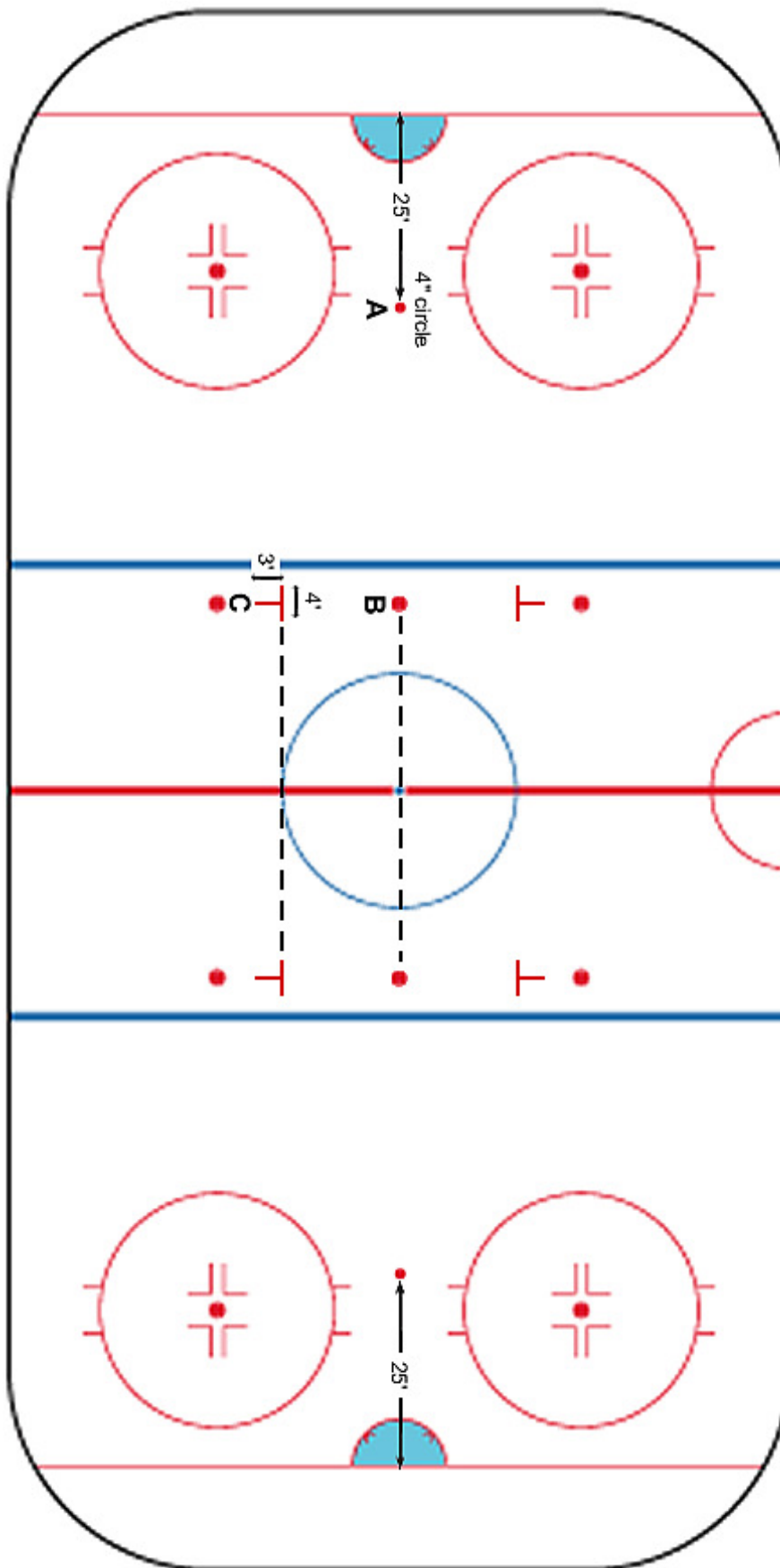
MIXED CATEGORY		
AWARD	Reason	MIXED
Medallions (purchased from CBF)	1 st Place	One medallion / team member
	2 nd Place	Same as above
	3 rd Place	Same as above
	4 th Place	Same as above
All Star Team		One award / team member
Overall Team MVP	1 st Team (incl. Coach) & 2 nd Team	One award for each team MVP
Game MVP (CBF to provide pin)	2 awards required/game (Round Robin)	One award for MVP on each team
Most Sports-minded Team		One award / category

Chapter 4 Section 9 Annex A, Appendix 1 – Hosting Checklist

SENIOR CATEGORIES			
AWARD	Reason	MENS	WOMENS
Medallions (purchased from CBF)	“A” Division Champs		
	1 st Place	One medallion / team member	One medallion / team member
	2 nd Place	Same as above	Same as above
	3 rd Place	Same as above	Same as above
	4 th Place	Same as above	Same as above
	“B” Division Champs		
	1 st Place	One medallion / team member	One medallion / team member
	2 nd Place	Same as above	Same as above
	3 rd Place	Same as above	Same as above
	All Star Teams	1 st Team (incl. Coach) & 2 nd Team	One award / team member
Overall Team MVPs		One award for each team MVP	One award for each team MVP
Game MVP (CBF to provide pin)	2 awards/game (Round Robin)	One award for MVP on each team	One award for MVP on each team
Most Sportsminded Teams		One award / category	One award / category

JUVENILE CATEGORIES			
AWARD	Reason	BOYS	GIRLS
Medallions (purchased from CBF)	“A” Division Champs		
	1 st Place	One medallion / team member	One medallion / team member
	2 nd Place	Same as above	Same as above
	3 rd Place	Same as above	Same as above
	4 th Place	Same as above	Same as above
	“B” Division Champs		
	1 st Place	One medallion / team member	One medallion / team member
	2 nd Place	Same as above	Same as above
	3 rd Place	Same as above	Same as above
	All Star Teams	1 st Team (incl. Coach) & 2 nd Team	One award / team member
Overall Team MVPs		One award for each team MVP	One award for each team MVP
Game MVP (CBF to provide pin)	2 awards /game (Round Robin)	One award for MVP on each team	One award for MVP on each team
Most Sportsminded Teams		One award / category	One award/category

Chapter 4 Section 9 Annex A, Appendix 2 – Broomball Ice Markings



A – Penalty Shot Circle x 2

- 4" circle

B – Neutral Zone Faceoff circle x 2

- Standard faceoff circle size

C – Neutral Zone Restrain lines x 4

- 4' x 3'
- Lines up with centre ice circle

CHAMPIONSHIP SCHEDULE

- 1.1. The CBF Vice-President Technical is responsible for the preparation of the Championship schedules using the following guidelines:
- a. Draws must be sent to each ASSOCIATION by **February 15** each year.
 - b. Draws are made based on the following:
 - i. Seeding shall be based on the previous year's Championship results.
 - ii. The defending Champs are always seeded number 1.
 - iii. The HOST and the team representing its ASSOCIATION must be in different pools.
 - iv. The pools should also attempt to have the 1st, 4th, 5th, 8th, 10th and 12th seeded teams in the Blue pool and the 2nd, 3rd, 6th, 7th, 9th, and 11th seeded teams in the Red pool.
 - v. If an ASSOCIATION withdraws from the Federation, a replacement team from their geographical area would fill that vacancy.
 - vi. If additional teams are required to equal the pools, the Federation shall request ASSOCIATIONS geographically closest to the host region to send an additional team.
 - vii. Each pool should be balanced so as to have an equal number of teams (whenever possible) coming from both the east and the west taking into account the performance of each ASSOCIATION at the preceding championships.

Cross-over Games:

- 1.2 Cross-over games are added to the schedule in order to balance out the number of games played for each team. Consideration used to determine team selection in cross-over games when multiple teams from Provinces and/or Territories are participating shall be:
- a. Teams from the same Provinces or Territories should not play each other in cross-over games whenever possible.
 - b. Provinces or Territories who have attended previous year's Nationals will be given a higher ranking within their pool over Provinces or Territories who have not attended the previous year's Nationals.
 - c. Geography of the teams participating in the event (East vs West).

Scheduling Principles

- 1.3 The following principles should be considered:
- a. Two ice rinks will be required;
 - b. Each team will play five games in the preliminary round. If the number of teams entered will not allow for this format, the CBF VP Technical has the right to modify the draw in the best interest of the teams and the HOST to

- attempt to achieve this (utilization of cross-over games as necessary);
 - c. Some teams may be Home Team three times and Visitors twice;
 - d. Each pool should play three times on one rink and twice at the other rink;
 - e. The two pools of men and women will play at the same time;
 - f. There will be a minimum of four hours and a maximum of six hours scheduled between games played by each team;
 - g. Spectators should be able to follow all games of their ASSOCIATION;
 - h. The Host teams should have the opportunity to play three times on the main rink;
 - i. In each of the pools, the two ASSOCIATIONS who ranked the highest in the preceding year will, when possible confront each other in the last game of the preliminaries;
 - j. The games played before and after Opening Ceremonies should involve the HOST teams (Men, Women and Mixed);
 - k. During round-robin competition, the teams that play:
 - i. The first game of the morning must not play the first game of the following day.
 - ii. The last game at night should not play the first game of the following morning.
 - l. Games should be scheduled every **65** minutes.
- 1.4 Modified Round Robin formats are used whenever there are less than 8 teams in a division.
- a. All teams will play each other during the initial round-robin.
 - b. The top 4 teams will advance to the “A” side; teams finishing below 4th will be on the “B” side.
 - c. The format for the playoffs will consist of the following: 1 vs 4 & 2 vs 3
 - d. Teams finishing 1st & 2nd after the round-robin will be the home teams for the semifinals in the playoffs.
 - e. Home team for final game will be the highest ranking team from the round robin of the two teams in each final (A & B side).
 - f. The “B” side round will be determined by the number of teams in the playoffs:
 - i. 4 teams – double round robin (present only Gold, Silver & Bronze Medals)
 - ii. 5 teams - page playoff*
 - iii. 6 teams – 5 vs 6 (present Gold medal only)
 - iv. 7 teams – 5 vs Winner of 6 vs 7 (present Gold & Silver medals only)

NOTE: Last place teams will not receive any medals

* Page Playoff:

Quarter final: 1 vs 2; 3 vs 4
Consolation: Loser of 3 vs 4 plays 5th place team
Semi-final: Winner of 3 vs 4 plays loser of 1 vs 2
Final: Winner of 1 vs 2 plays winner of semi-final

NATIONAL CHAMPIONSHIPS POOL PLACEMENTS

Placement of ASSOCIATIONs in pools is based on previous year's championship
in all SENIOR & JUVENILE DIVISIONS

BLUE Division			RED Division		
1.	(1)	Defending Champs	1.	(2)	Position
2.	(4)	Position	2.	(3)	Position
3.	(5)	Position	3.	(6)	Position
4.	(8)	Position	4.	(7)	Position
5.	(10)	Position	5.	(9)	Position
6.	(12)	Position (HOST)	6.	(11)	Position

MIXED CHAMPIONSHIPS DRAW

WEDNESDAY - MERCREDI			
GAME #	GLACE-ICE 1		HOURS-HEURES
1	Blue	6 vs 1	08:30
2	Blue	4 vs 2	09:40
3	Blue	5 vs 3	10:50
4	Red	6 vs 1	12:00
5	Red	4 vs 2	13:10
6	Red	5 vs 3	14:20
7	Blue	5 vs 1	16:00
8	Blue	3 vs 2	17:10
9	Blue	6 vs 4	18:20
10	Red	5 vs 1	19:30
11	Red	3 vs 2	20:40
12	Red	6 vs 4	21:50

THURSDAY - JEUDI			
GAME #	GLACE-ICE 1		HOURS-HEURES
13	Red	1 vs 2	08:30
14	Red	5 vs 6	09:40
15	Red	3 vs 4	10:50
16	Blue	5 vs 6	12:00
17	Blue	1 vs 2	13:10
18	Blue	3 vs 4	14:20
19	Red	2 vs 5	16:00
20	Red	3 vs 6	17:10
21	Red	1 vs 4	18:20
22	Blue	2 vs 5	19:30
23	Blue	3 vs 6	20:40
24	Blue	1 vs 4	21:50

FRIDAY - VENDREDI			
GAME #	GLACE-ICE 1		HOURS-HEURES
25	Red	2 vs 6	08:30
26	Red	1 vs 3	09:40
27	Red	4 vs 5	10:50
28	Blue	2 vs 6	12:00
29	Blue	1 vs 3	13:10
30	Blue	4 vs 5	14:20

FRIDAY - VENDREDI			
<i>Break Before Semi-Finals</i>			
GAME #	GLACE-ICE 1		HOURS-HEURES
31	(B Side)	4B vs 3R	18:30
32	(B Side)	4R vs 3B	19:40
33	(A Side)	2B vs 1R	20:50
34	(A Side)	2R vs 1B	22:00

Chapter 4 Annex B – Appendix 2 – Mixed Championships Draw

SATURDAY- SAMDI			
GAME #	GLACE-ICE 1		HOURS-HEURES
31	(B Side)	B Bronze	12:00
32	(B Side)	B Gold/Silver	13:10
33	(A Side)	A Bronze	14:20
34	(A Side)	A Gold/Silver	15:30

“B” Side Bronze = Loser of Games (31&32)

“B” Side Gold/Silver = Winner of Games (31&32)

“A” Side Bronze = Loser of Games (33&34)

“A” Side Gold/Silver = Winner of Games (33&34)

Medal Presentation @ 16:30 on ice

Banquet @ 18:30

SENIOR & JUVENILE CHAMPIONSHIPS DRAWS

1. Alternate Men and Women
2. Alternate games between Rink #1 and Rink #2

WEDNESDAY

GAME	Rink # 1	Teams	Time	Teams	Rink # 2	Game
1	Women - blue	6 vs 1	08:30	6 vs 1	Women - red	2
3	Women - blue	5 vs 3	09:40	5 vs 3	Women - red	4
5	Women - blue	4 vs 2	10:50	4 vs 2	Women - red	6
7	Men - blue	6 vs 1	12:00	6 vs 1	Men - red	8
9	Men - blue	5 vs 3	13:10	5 vs 3	Men - red	10
11	Men - blue	4 vs 2	14:20	4 vs 2	Men - red	12
13	Women - red	5 vs 1	16:00	5 vs 1	Women - blue	14
15	Women - red	3 vs 2	17:10	3 vs 2	Women - blue	16
17	Women - red	6 vs 4	18:20	6 vs 4	Women - blue	18
19	Men - red	5 vs 1	19:30	5 vs 1	Men - blue	20
21	Men - red	3 vs 2	20:40	3 vs 2	Men - blue	22
23	Men - red	6 vs 4	21:50	6 vs 4	Men - blue	24

THURSDAY

GAME	Rink # 1	Teams	Time	Teams	Rink # 2	Game
25	Men - blue	1 vs 2	08:30	1 vs 2	Men - red	26
27	Men - blue	5 vs 6	09:40	5 vs 6	Men - red	28
29	Men - blue	3 vs 4	10:50	3 vs 4	Men - red	30
31	Women - blue	5 vs 6	12:00	5 vs 6	Women - red	32
33	Women - blue	1 vs 2	13:10	1 vs 2	Women - red	34
35	Women - blue	3 vs 4	14:20	3 vs 4	Women - red	36
37	Men - red	2 vs 5	16:00	2 vs 5	Men - blue	38
39	Men - red	3 vs 6	17:10	3 vs 6	Men - blue	40
41	Men - red	1 vs 4	18:20	1 vs 4	Men - blue	42
43	Ladies - red	2 vs 5	19:30	2 vs 5	Women - blue	44
45	Ladies - red	3 vs 6	20:40	3 vs 6	Women - blue	46
47	Ladies - red	1 vs 4	21:50	1 vs 4	Women - blue	48

Chapter 4 Annex B – Appendix 3 – Sr & Juv. Championship Draws

FRIDAY

GAME	Rink # 1	Teams	Time	Teams	Rink # 2	Game
49	Women - blue	2 vs 6	08:30	2 vs 6	Women - red	50
51	Women - blue	1 vs 3	09:40	1 vs 3	Women - red	52
53	Women - blue	4 vs 5	10:50	4 vs 5	Women - red	54
55	Men - blue	2 vs 6	12:00	2 vs 6	Men - red	56
57	Men - blue	1 vs 3	13:10	1 vs 3	Men - red	58
59	Men - blue	4 vs 5	14:20	4 vs 5	Men - red	60
BREAK BEFORE SEMI FINALS						
61	Women	2B vs 1R	18:30	4B vs 3R	Women	62
63	Women	2R vs 1B	19:40	4R vs 3B	Women	64
65	Men	2B vs 1R	20:50	4B vs 3R	Men	66
67	Men	2R vs 1B	21:00	4R vs 3B	Men	68

SATURDAY

“B” DIVISION				
GAME	Rink # 1	Time	Rink # 2	Game
69	Men's Bronze	09:00	Women's Bronze	70
71	Men's Gold	10:10	Women's Gold	72

Women's Bronze: losers of games # 62 & 64

Men's Bronze: losers of games # 66 & 68

Women's Gold: winners of games # 62 & 64

Men's Gold: winners of games # 66 & 68

Medal Presentation @ 11:30 on ice

“A” DIVISION			
GAME	Rink # 1	Hour	
73	Women's Bronze	12:00	Losers of games # 61 & 63
74	Men's Bronze	13:10	Losers of games # 65 & 67
75	Women's Gold	14:20	Winners of games # 61 & 63
76	Men's Gold	15:30	Winners of games # 65 & 67

Medal Presentation @ 16:30 on ice

Party or Banquet @ 19:30

GAME STATISTICS

- 1.1. The CBF Vice President Technical will be responsible for monitoring the activities of the statistician(s) for the duration of the event. This will include spot-checking the documents and the data entered.
- 1.2. The HOST will be required to utilize the CBF Statistics program and as such will require:
 - a. A computer or laptop;
 - b. Inkjet or LaserJet printer capable of producing colour and black and white documents. There is a requirement to produce a minimum of 75 game sheets (letter size document);
- 1.3. The HOST should be prepared to maintain a manual backup system in the event of program failure or other malfunctions which may interfere with automated record keeping;
- 1.4. The HOST should limit the number of people who have access to the statistics (generally requires only two people);
- 1.5. The Statistics room should:
 - a. Be located away from the main traffic area;
 - b. Have restricted access;
 - c. Be secured after hours;
 - d. Contain the computer and printer;
 - e. Contain a phone;
 - f. Contain or be accessible to a FAX; and
 - g. Contain or be accessible to photocopying services;
- 1.6. Statisticians will be required to:
 - a. Enter all team / player data into the program prior to the start of the event including:
 - i. Team name
 - ii. Player's names
 - iii. Player's positions
 - iv. Player's jersey numbersAll information should be verified at the Coaches Meeting.
 - b. Prepare all game sheets prior to start of each game. Game sheet to contain:
 - i. Date
 - ii. Game number
 - iii. Game start time

- iv. Arena
- v. Team’s name (and colours if known)
- vi. Player’s names and numbers
- vii. Coach’s name
- c. Correct player information if necessary;
- d. At the conclusion of each game, enter the following information:
 - i. Goals per team and player
 - ii. Assists per team and player
 - iii. Player penalties
 - iv. Shots on goal (to be recorded on the game sheet)
 - v. All Star Selections. Points are assigned as follows:
 - (1) 1st star selection (Game MVP) – two (2) points
 - (2) 2nd and 3rd star selection – one (1) point
 - (3) Game All Star Team – one (1) point
 - (4) Goal / Assist – one (1) point each
- NOTE: All Star Selection Forms (Three Stars and All Star Team) to be provided to the VP Technical at the conclusion of each game.
- e. Provide game result information to HOST media representative;
- f. Provide copies of game sheets to teams requesting copies;
- g. Maintain statistics board or provide information to the person delegated to perform that duty. Boards are required for each division/category for Round-Robin games (including cross-over games if required) and for playoff games. Minimum Information required on the board includes:

Division:			Category:									
	Team 1	Team 2	Team 3	Team 4	Team 5	W	L	Pts	GP	GF	GA	ST
Team 1												
Team 2												
Team 3												
Team 4												
Team 5												

Legend			
Division	Red or Blue	Category	Male or female
W	Wins	GP	Games Played
L	Losses	GF	Goals For
Pts	Points	GA	Goals Against
		ST	Final Standing

- h. Prepare daily statistics for display, including:
 - i. Game results;
 - ii. Player scoring and goaltending statistics

NOTE – **NO** All Star/MVP information is to be displayed

- i. At the end of the tournament, prepare final statistics information for the Vice President Technical as follows:
 - i. Complete electronic copy of statistics information on a CD
 - ii. Hard copy of All Star statistics, and final game results
 - iii. Final division standings
 - iv. Original copy of all game sheets
- j. At the end of the tournament prepare final statistics information for distribution to each team as follows:
 - i. Final event game results
 - ii. Individual team statistics (goals, assists, penalties etc)
 - iii. Final event scoring results – list top 25 / category

1.7 Statisticians are not authorized to:

- a. Make copies of the data collected or stats program for personal use;
- b. Reveal or make copies of All Star statistics at any time to anyone other than the CBF President or Vice President Technical;
- c. Enter data not contained on game sheets;
- d. Provide information to individual players (only coaches or manager should be requesting statistics).
- e. Statisticians cannot be participants (player/coach/trainer) on any team competing in the Nationals (Juniors/Seniors/Mixed)

GAME OFFICIALS

- 1.1 The CBF Referee-in-Chief will be responsible to monitor the conduct of all game officials as follows:
- a. Referees:
 - i. Determine which referees are attending the event
 - ii. Meet with the referees prior to the start of the event, assign games and review issues identified by the CBF Board or Executive.
 - iii. Brief the referees on Incident Report procedures;
 - iv. Evaluate each referee during the event.
 - b. Timekeepers and Official Scorekeepers - provided by the HOST, however, the RIC should ensure they understand the requirement of their positions.
 - c. Officials refereeing games at the event cannot be used as minor officials.
 - d. Duties of the minor officials:
 - i. Scorekeeper:
 - (1) Obtain the game sheets for each game from the statistician.
 - (2) Verify the teams, names and jersey numbers of all participants with the coaches prior to the start of each game. Ensure coaches sign the game sheet.
 - (3) Identify team colours on the game sheet.
 - (4) Record all activities that occur during the game – goals, assists (max 2), penalties etc.
 - (5) Ensure referees sign the game sheets at the end of each game.
 - (6) Ensure all copies of game sheets are returned to the statistician.

NOTE – teams wanting copies of game sheets are required to obtain them from the statistician.
 - ii. Time keeper:
 - (1) Make announcements during the game.
 - (2) Operate game clock.
 - iii. It is recommended that the HOST have a minimum of 8 and maximum of 12 minor officials for the duration of the event.

THREE STARS SELECTION FORM

Sélection des trois étoiles

ARENA _____ CATEGORY _____ DIVISION _____ GAME # _____
 Categorie _____ Partie _____

DATE _____ HOUR _____ vs _____ OBSERVER _____
 Heure _____ Contre _____ Observateur _____

TEAM/Equipe	1 st STAR 1 ^e étoile		2 nd STAR 2 ^e étoile		3 rd STAR 3 ^e étoile	
		#		#		#
UNIFORM COLOUR Couleur du chandail						
PLAYER Joueur						

*NB. The first star is the M.V.P. for the game
 La lière étoile est le M.V.P. pour la partie

NOTE: GOAL (but) ASSIST (aide) SAVES ON GOAL (arrets au le but) OTHER COMMENTS (autres)

ALL STAR TEAM SELECTION FORM

Sélection de l'équipe étoile

ARENA _____ CATEGORY _____ DIVISION _____ GAME # _____
 Categorie _____ Partie _____

DATE _____ HOUR _____ vs _____ OBSERVER _____
 Heure _____ Contre _____ Observateur _____

	FORWARD En avant	FORWARD En avant	FORWARD En avant
PROVINCE/ TERRITORY	#	#	#
PLAYER Joueur			

	LEFT DEFENSE Défenseur Gauche	RIGHT DEFENSE Défenseur Droit
PROVINCE/ TERRITORY	#	#
PLAYER Joueur		

	GOALIE Gardien
PROVINCE/ TERRITORY	#
PLAYER Joueur	

AWARDS SELECTION

- 1.1. There are different types of awards presented to players and coaches at each event. The Award Selection Committee, the CBF Vice President Technical and Officials are involved in the selection process.
- 1.2. The HOST is responsible to establish an Awards Selection Committee and appoint an individual to act as the chairperson.
- 1.3. The committee is responsible to monitor all games played during the event and gather data based on the criteria established by the CBF.
- 1.4. The data gathered by the committee will be used to select All Star Teams, game MVP's for all games, the Championship MVP, and Top Goaltender.
- 1.5. The CBF VP Technical, or designate, is responsible for monitoring the overall activities of the committee. The VP Technician should meet with the committee prior to the start of the first game to confirm selection procedures.

ALL STAR TEAM SELECTION

- 1.6. The VP Technical, or designate, is responsible for selecting the All Star Teams based **only** on Round Robin game data.
- 1.7. The Selection Committee will ensure two observers are present at each game to record specific information to be used in the All Star selection process. One observer is assigned to gather data from the Home Team while the other observes the Visiting Team. Observers duties include:
 - i. Adhering to the selection process determined by the CBF and using the All Star Selection Forms provided.
 - ii. Monitoring the activities of all players on the team they are observing and record the following data for each player:
 - (1) Shots on goal
 - (2) Goals or assists
 - (3) Good plays
 - (4) Saves (goaltenders)
 - iii. Selecting three (3) game stars for each team at the conclusion of the game.
 - iv. Identifying the game MVP's to the announcer at the conclusion of the game. There will be one MVP for each team (the 1st Star selected is the Game MVP).
- 1.8. The Data received from the *All Star Selection Forms* and *Official Game Sheets* are entered into the CBF's statistics program. Points are assigned as follows:
 - a. Two (2) points for 1st Star selection

- b. One (1) point for 2nd and 3rd Star selection; and
- c. One (1) point for Game All Star Team; and
- d. One (1) point for each goal and assist.

1.9. Selection considerations:

- a. The All Star Team will consist of two (2) Defense, three (3) Forward and one (1) Goaltender positions.
- b. A First and Second All Star Team will be selected.
- c. Players will only be considered for the position they played during round robin play.
- d. Points accumulated for goals, assists and Game Stars during round robin play will be used to determine the All Star Team.

1.10. The All Star Goaltender is determined by totaling the round robin points based on Game Star selections, goals-against average, shut- outs, save percentage and any goals and assists. In addition, the goaltenders must have participated in a least 6 periods of regulation time during round robin games.

GOALTENDING CRITERIA:

GOALS AGAINST AVERAGE:

5.00 +	=	0 Points
4.00 to 4.99	=	1 Point
3.00 to 3.99	=	2 Points
2.00 to 2.99	=	3 Points
1.00 to 1.99	=	4 Points
0.00 to 0.99	=	5 Points

SHUT-OUTS:

1 Point per shut-out

SAVE PERCENTAGE:

.900 to 1.00	=	5 Points
.800 to .899	=	4 Points
.700 to .799	=	3 Points
.600 to .699	=	2 Points
.500 to .599	=	1 Points
Less than .499	=	0 Points

TEAM STANDINGS:

6 th Place or Higher	=	0 Points
5 th Place	=	1 Point
4 th Place	=	2 Points
3 rd Place	=	3 Points
2 nd Place	=	4 Points
1 st Place	=	5 Points

TO COMPLETE THE FORMULA:

NUMBER OF SAVES:

0-9	=	0 Points
10-20	=	1 Point
21-25	=	2 Points
26-30	=	3 Points
31-35	=	4 Points
36 +	=	5 points

- 1.11. In the event of a tie in points, the following criteria will be used to break the tie:
- 1st criteria - the number of times a player was selected as MVP.
 - 2nd criteria - the number of times a player was selected as a game star;
 - 3rd criteria – the total points accumulated in scoring during the round robin.
 - 4th criteria - The position of the team in the standings after the round robin.
 - e. If a tie still remains after the implementation of the above criteria, the observers will hold a vote to break the tie.

CHAMPIONSHIP FINAL GAME MVP

- 1.12. The Section Committee is responsible for assigning two observers to the final playoff games to identify an MVP and record All Star Data.
- 1.13. The Game MVP is selected from one of the teams in the “A” Division Gold Medal game.

OVERALL CHAMPIONSHIP MVP

- 1.14. An Overall Championship MVP is selected in each category (Male and Female).
- 1.15. Only players from the 4 teams involved in the “A” Division playoffs are eligible.
- 1.16. The MVP is determined by calculating all points accumulated for goals, assists and Game Stars during round robin and playoff play.

TEAM MVP

- 1.17. Teams are required to select their own MVP and identify their selection to the Vice President Technical after their last round robin game.

COACH

- 1.18. Coach - only fully certified coaches are eligible.
- Coach of the Championship* - chosen by VP Technical or delegate.
 - All Star Team Coach* - chosen from the 4 coaches in the Semi-Finals (with emphasis on Round Robin performance) by VP Technical or designate.

MOST SPORTSMINDED TEAM

- 1.19. *Most Sportsminded Team* - male, female and mixed - chosen by the referees through the Referee in Chief and identified to the Vice President Technical.

**PROTOCOL SUGGESTIONS FOR
SPECIAL EVENTS AND AWARD CEREMONIES**

1. Letters should be written to all invited dignitaries (plus their guest) asking them to attend the event including the date and location.
2. If they are to give a speech or present an award, this should also be indicated in the letter.
3. Arrangements should be made to meet them upon arrival and take them to a central convening place to meet other dignitaries and the HOST chairperson.
4. If they are to be on the ice surface, advise them to dress warm and wear proper footwear!
5. If they are representatives who are invited but do not have a specific role, free passes and name tags identifying them and whom they represent is a necessity.
6. All invited representatives should be informed when and where the final games will be played so they can attend if they so choose.
7. The C.B.F. Representative will prepare a list of all award winners for the Banquet/Awards Ceremonies. It should be decided ahead of time who shall announce and present each award.
8. When introducing a dignitary, ensure the Master of Ceremonies has his/her correct name, position and company/department. This can often change at the last minute, as substitutions for these events are quite common.
10. Provision of mats on the ice for medal presentations are recommended for safety purposes.
11. A sound system for announcing the medal winners should be adequate for all spectators to hear.

OPENING CEREMONIES

- The following preparations should be made for a successful Opening Ceremonies:

Invitations to:	SPEECH
1. All National sponsors	VP Admin or Delegate on their behalf
2. Event sponsors	√
3. City/Community Representatives	√
4. Provincial Representative (Government)	√
5. C.B.F. President/Rep	√
6. Host Chairperson	√
7. Master of Ceremonies	√ Script Required
8. R.C.M.P. Colour Guard	X

- a) If speeches are to be made from an ice surface, it is wise to provide risers and/or carpets for comfort and safety.
- b) Provincial sponsors could be included as dignitaries dependent upon the amount of sponsorship funding.
- c) Speeches should be kept to a minimum, however this will depend on what dignitaries choose to attend and their importance - funding-wise! A quality sound system is necessary.
- d) Those not directly included in the Opening Ceremonies must be given reserved seating in the stands and acknowledgment made to their presence by the Host Chairperson and/or Master of Ceremonies.
- e) Provincial flags for athlete representation should be provided and live/taped music.
- f) The raising of the CBF flag would be appropriate if this can be arranged.
- g) If possible, arrange for some form of local/Provincial entertainment
- h) Playing of “Oh, Canada”
- i) Athletes Oath:

NATIONAL CHAMPIONSHIP OATH

(English Version)

"IN THE NAME OF ALL COMPETITORS, I PLEDGE THAT WE WILL TAKE PART IN THESE GAMES IN THE TRUE SPIRIT OF SPORTSMANSHIP, RESPECTING AND ABIDING BY THE RULES WHICH GOVERN THEM, FOR THE GLORY OF SPORT AND THE HONOUR OF OUR TEAMS."

(French Version)

AU NOM DE TOUS LES ATHLÈTES, JE PROMETS QUE NOUS PARTICIPERONS DANS LE RESPECT DES RÈGLES, AVEC UN ESPRIT SPORTIF, POUR L'HONNEUR DE NOTRE ÉQUIPE ET POUR LA GLOIRE DE NOTRE SPORT."

AWARDS BANQUET

- Meal arrangements to be made for sufficient numbers of teams, delegates, officials, etc. Sufficient food lines should be set up in order to serve all participants at the banquet in a timely manner (recommendation: minimum 1 food table/100 guests).
- Move sponsors banners from the arena to the banquet facility
- Requires the following: Permit, venue, menu, music, bar
- Grace
- Head table and guests to be identified and notified ahead of time
- Awards presenters to be notified ahead of time
- Master of Ceremonies to be chosen. An awards presentation guideline will be written for the M.C. and provided by the C.B.F.
- Ticket prices to be notified in advance to incoming teams and made available on arrival.

Note: No alcoholic beverages will be allowed at the Juvenile awards banquet.

1. Speeches at this occasion are difficult because of the noise level and should be brief.
2. Asking Provincial sponsors to give a speech may depend on the amount of support funding they have donated.
3. The Banquet is a National event and the limelight should first be given to National sponsors and the Canadian Broomball Federation.
4. Dignitaries and invited guests who are not placed at the Head Table should be given reserved seating close to the front and may include: the C.B.F. Board Members, Host Committee, C.B.F. Officials and Provincial Board of Directors.
5. Special thanks should be made to the officials, kitchen staff and Host Chairperson.

BANQUET

Invitations should be made to:

<u>Name</u>	<u>Paid by</u>
Provincial Sponsors	Host
National Sponsors (Max. 2 tickets)	C.B.F.
Community/City Representative	Host
C.B.F. Board Members	Host
Referees	Host
Hosts/Hostesses	Host (if appropriate)
Host Executive Committee	Free
C.B.F. Standing Committees/Rep.	C.B.F.
Provincial Sport Federation/Gov't	Host

Head Table:

- C.B.F. President/Rep
- C.B.F. Board Members (if room)
- Host Chairperson
- Provincial Rep. (Gov't)
- National Sponsors
- Master of Ceremonies
- Provincial Sport Governing Body

CHAPTER 5: TECHNICAL PROGRAMS

Section 1 - National Coaching Certification Program (NCCP)

- 1.1. Under the auspices of the Canadian Broomball Federation, the National Coaching Certification Program operates as a structured progressive system through which Broomball coaches can upgrade their knowledge and skills.
- 1.2. The CBF National Coaching Certification Program is based upon the belief that every athlete deserves a Certified Coach. The Canadian Broomball Federation is committed to enhancing the effectiveness of all levels of coaches in each of the categories of the Federation.
- 1.3. The Coaching Committee is made up of the Vice President Technical and other ASSOCIATION representatives who are either elected or appointed by the member ASSOCIATIONS.
- 1.4. The Committee is responsible for:
 - a. Program planning;
 - b. Development of technical materials;
 - c. Setting priorities on tasks identified in conjunction with the category committees;
 - d. Budget submissions;
 - e. Establishing the minimum standards of certification;
 - f. Training of Master Learning Facilitators (MLF's) and ensuring that all MLF's met the minimum standards laid down by the NCCP policies;
 - g. Communications with MLFs and ASSOCIATION's Coaching Coordinators;
 - h. Assisting the ASSOCIATIONS in the development of program delivery;
 - i. Making recommendations to the Members through the Vice President Technical on matters relating to coaching development, certification and program delivery;
- 1.5. Meetings of the committee shall be at the call of the Vice President Technical or by a majority vote of the Coaching Committee or the CBF membership. Ideally, the meeting should occur in conjunction with the Annual Meeting. Meetings shall be the financial responsibility of the attendees and may be reimbursed to the extent indicated by the CBF Members.
- 1.6. Meetings will be attended by:
 - a. The Chair; and
 - b. Coaching Coordinators of each ASSOCIATION.

Job Descriptions

Chairperson

- 1.7. Responsible to the Canadian Broomball Federation for:
- a. Administration of the Coaching Committee;
 - b. Supervision of the Coaching Committee.
 - c. Chairing or delegating a member to chair all meetings of the Coaching Committee.
 - d. Acting as the direct liaison with the CBF Office on behalf of the Coaching Committee.
 - e. Ensuring that the Coaching Committee is represented at all meetings where Coaching input is required.
 - f. Ensuring all projects and programs, which have been selected and approved by the Coaching Committee are developed.
 - g. Ensuring business plans and budgets are developed to cover all projects and plans and are available for ratification by the CBF Members at the Annual Meeting.
 - h. Liaison with the Coaching Association of Canada on behalf of the CBF;
 - i. Ensuring that reports are provided for all completed projects, on-going programs and yearly reports as required; and
 - j. Carrying out any other duties, which are approved by the Chair and the CBF Board.

Coaching Coordinators

- 1.8. Responsible for the liaison between the ASSOCIATIONS and the Coaching Committee and responsible to:
- a. Forward all applicable coaching concerns and/or problems to the Coaching Committee;
 - b. Ensure all minimum requirements and deadlines are adhered to;
 - c. Assist the ASSOCIATIONS with the registration of all CBF coaches;
 - d. Attend all CBF Coaching Committee meetings or appoint an alternate;
 - e. Ensure all Learning Facilitators are sufficiently trained and meet the minimum certification levels laid down by the NCCP policies;
 - f. Annually forward a current list of Learning Facilitators to the CBF Office;
 - g. Ensure that ASSOCIATIONS Master Learning Facilitators receive the appropriate training, meet the minimum requirements of the NCCP policies and work in conjunction with the VP Technical in all matters concerning content and delivery of coaching programs; and
 - h. Perform other duties for the Coaching Committee as required.

Master Learning Facilitators

- 1.9. Responsible to each ASSOCIATION's Coaching Coordinator for the training of all Course Facilitators and to:
 - a. Monitor the activities of the NCCP within their jurisdiction, and the activities of the Learning Facilitators under their supervision;
 - b. Be responsible for up-dating Learning Facilitators and to ensure they have the necessary equipment to conduct technical clinics;
 - c. Forward social, moral and technical philosophies for consideration to be incorporated in coaches training;
 - d. Be responsible to provide technical and theory material to the VP Technical for consideration for inclusion into course curriculums;
 - e. Deliver courses in the areas in which they are certified;
 - f. Ensure all Learning Facilitators complete the necessary NCCP paperwork required to ensure all coaches receive the appropriate certification as it applies to technical and practical components; and
 - g. Be responsible for providing written technical material when required.

Learning Facilitators

- 1.10. Responsible to:
 - a. Liaison with the ASSOCIATIONS Master Learning Facilitators and Coaching Coordinators to arrange dates, locations and facilities for clinics required by the ASSOCIATION;
 - b. Deliver clinics within the guidelines established by the national program while addressing the needs of the membership;
 - c. Ensure all components are completed by the coaches before certification of the technical or practical components are awarded;
 - d. Ensure that all NCCP forms are completed and forwarded to the appropriate people; and
 - e. Provide the Master Learning Facilitators and Coaching Coordinators with any suggestions and ideas that are recommended by coaches that may improve the coaching program.

National Coaching Registration

- 1.11. All coaches registered with their own ASSOCIATIONS shall be registered with the CBF.
- 1.12. Minimum standards are established by the Coaching Committee and ratified at the Annual Meeting by the Members.
- 1.13. Minimum standards for coaching at sanctioned Federation Events/ Championships: **BTC Certified (Juvenile, Senior and Mixed Coaches)**.

Section 2 – National Officiating Certification Program (NOCP)

- 2.1. Under the direction of the Canadian Broomball Federation, the National Officiating Certification Program operates to identify, develop and accredit Canadian officials for competitive and developmental programs at National and International levels.
- 2.2. The guidance and direction of the National Officiating Certification Program (NOCP) is the responsibility of the Officiating Committee of the CBF. The Committee Chairperson is the VP Technical and with assistance from the Referee in Chief, is responsible for overseeing the operations of the NOCP.
- 2.3. The Committee is responsible for:
 - a. Program planning;
 - b. Development of technical materials;
 - c. Monitoring and maintaining the national database;
 - d. Setting priorities for tasks identified by the committee;
 - e. Budget submissions;
 - f. Communication with ASSOCIATION Referee-in-Chief's;
 - g. Assisting the Master Learning Facilitators in the development of program delivery;
 - h. Recommendations to the Board of Directors through the Officials Technical Committee regarding officials development, certification and program delivery;
 - i. Generating funds through specific projects to support the National Officiating Certification Program;
 - j. Recognizing Official's excellence through an Officials Recognition Program.
- 2.4. The National Officiating Certification Program (NOCP) is a comprehensive system of Theory, Technical and Practical information that is intended to provide a basic background to officiate broomball in Canada.
- 2.5. The certification program consists of an ongoing effort to educate and upgrade officials through instruction, observation and evaluation. The goals of the program are to:
 - a. Recruit new officials;
 - b. Develop the abilities of existing officials;
 - c. Standardize the methods and techniques of officiating; and
 - d. Offer recognition for achievements.

National Database

- 2.6. The national database is a comprehensive listing of all certified officials across the country. The database will list all pertinent information regarding the

officials including:

- a. Participation at National Championships;
- b. Evaluations at National Championships;
- c. Dates of certification and upgrading; and
- d. Contact information

Program Delivery

2.7. The CBF, through the Officiating Committee, is responsible for providing:

- a. Leadership for the ongoing development, maintenance, and evaluation of the NOCP;
- b. Consultation and assistance to the ASSOCIATIONS for the implementation of the certification program;
- c. National registration of certified officials, primarily through the National Database, and a system of recognition of the certification of officials;
- d. Development and delivery of technical materials to the ASSOCIATIONS;
- e. Development of standards for certification and course delivery; and
- f. Training and development of Master Learning Facilitators to serve the needs of the members in the delivery of the certification program.

2.8. The ASSOCIATIONS are responsible for:

- a. Delivery of certification courses to the officials within their jurisdiction;
- b. Ensuring that the delivery of the certification program adheres to the guidelines and standards established by the Officiating Committee; and
- c. Ensuring that the administration of the program is completed and that all qualified officials are properly accredited.

2.9. The Referee-in-Chief acts as the Chief Official for each National Championship. If the RIC is not available, the Vice President Technical, in collaboration with the host ASSOCIATION's Referee-in-Chief will select a replacement.

2.10. The Referee-in-Chief will not work as a game official in the Championship, however, should a situation arise which requires the Referee-in-Chief to participate as a game official, it can be approved by the Executive member representing the CBF at the competition.

2.11. The Referee-in-Chief is responsible to:

- a. Coordinate planning with the Host ASSOCIATION;
- b. Attend pre-competition meetings and respond to all questions and issues pertaining to officiating;
- c. Handle all communication between the participants and the officials;

- d. Receive and distribute payments to officials;
- e. Provide input regarding inquiries or discipline procedures as the representative of the officials;
- f. Supervise the officials at the competition; and
- g. Assign officials for all games during the event.

Officials at National Championship Events

- 2.12. ASSOCIATIONS are required to identify a list of officials available to participate at the National Championships to the CBF office by February 1st.
- 2.13 Each ASSOCIATION sending teams to a National Event must send an official to that event.