



## FORMATION OF COMPETITIVE TEAMS

This policy is established under the authority of the SGHA Board of Directors.

This policy shall be interpreted in alignment with the SGHA Constitution and By-laws. In the event of a conflict, the Constitution shall take precedence.

SGHA operates within the rules and regulations of the Ontario Women's Hockey Association (OWHA). Where applicable, OWHA regulations shall take precedence.

### **PURPOSE**

The purpose of this policy is to ensure a fair, transparent, and consistent process for the formation of competitive teams within SGHA.

This includes:

- Selection of coaches
- Evaluation and selection of players
- Formation of team rosters

### **GOVERNANCE AND OVERSIGHT**

The SGHA Board of Directors maintains full authority over all competitive programming.

The Vice President – Programs oversees the implementation of this policy.

The Director of Competitive Hockey is responsible for the execution and administration of competitive team formation.

A Competitive Committee may be established to support the process. This committee operates in an advisory capacity only.

### **DECISION AUTHORITY**

Final roster decisions are made collaboratively by the coaching staff and evaluation team and are subject to oversight and approval by SGHA.

SGHA reserves the right to review and adjust roster decisions where necessary to ensure alignment with this policy, organizational standards, and the integrity of the evaluation process.

### **COACH SELECTION**

All coaching positions are subject to an open application and interview process.

Coach selection shall be based on:

- Qualifications and certifications
- Coaching experience and philosophy
- Alignment with SGHA values and development model

Final coach selections must be approved by the SGHA Board of Directors.



## **CONFLICT OF INTEREST**

- Any individual involved in coach selection must disclose any real or perceived conflict of interest.
- Individuals must recuse themselves from all stages of the selection process, including discussions, interviews, and decision-making, where a conflict exists.
- For clarity, a conflict of interest includes (but is not limited to) situations where an individual has a direct relationship with a player or team within the applicable age group. SGHA may include independent or third-party participants in the coach selection process to support objectivity and fairness.

## **COACHES' CHILDREN**

- A coach's child is not guaranteed a position on the team.
- All players must be evaluated through the same process.

## **TEAM STAFF**

All assistant coaches, trainers, and team staff must be approved by the Vice President of Operations.

Team staff appointments will occur following team selection and prior to the start of the season.

## **PLAYER EVALUATION PROCESS**

Player evaluations shall be conducted using a structured and consistent process across all divisions.

Evaluations shall be led by:

- The Head Coach (where appropriate)
- Independent evaluators
- A designated SGHA representative to oversee process adherence

Where possible, independent or third-party evaluators may be used to ensure fairness and objectivity.

All evaluators must:

- Disclose conflicts of interest
- Act in accordance with SGHA policies
- Maintain confidentiality

## **CONFLICT OF INTEREST – PLAYER EVALUATION AND SELECTION**

Individuals involved in the evaluation and selection process may have a real or perceived conflict of interest (e.g., a parent participating within their child's division).

All such conflicts must be disclosed in advance of the evaluation process.

Independent evaluators are used as the primary source of player assessment. Coaches contribute to the evaluation process in alignment with SGHA procedures.



Members of the SGHA Board of Directors may be present during the evaluation process in an oversight capacity to ensure that the process is conducted fairly, consistently, and in accordance with SGHA policy. This oversight role applies regardless of whether a conflict of interest exists.

Board members do not act as primary evaluators and do not participate in player scoring, ranking, or individual selection decisions.

The evaluation process is structured to minimize bias through the use of multiple evaluators, independent input, and standardized scoring.

Final roster decisions are made collaboratively and are subject to oversight by SGHA to ensure alignment with evaluation results and fairness across all players.

## **PROCESS COMPLIANCE**

All participants, including coaches, evaluators, and team staff, are required to adhere to the approved evaluation and selection process.

Any attempt to influence, bypass, or undermine the process may result in removal from the process and/or further action at the discretion of SGHA.

Evaluation scores are one component of the selection process and may be considered alongside team composition, positional requirements, and overall team fit.

## **EVALUATION CRITERIA**

Players will be evaluated using a combination of the following:

### **a. Technical Skills**

- Skating
- Passing
- Shooting
- Puck control

### **b. Game Play**

- Hockey sense
- Positioning
- Decision-making

### **c. Intangibles**

- Work ethic
- Competitiveness
- Team play
- Attitude

Goaltenders shall be evaluated using position-specific criteria, including:

- Positioning and angles
- Rebound control
- Athletic ability
- Game awareness



## **ELIGIBILITY AND PARTICIPATION**

Players must be registered with SGHA and meet all registration requirements.

Players are expected to attend all scheduled tryout sessions.

A minimum participation requirement may be established for each level.

### **Planned Absences**

- Must be submitted in writing in advance to the Director of Competitive Hockey
- Approval is at the discretion of SGHA

### **Medical Absences**

- Must be supported by appropriate documentation
- Absences may impact team placement.

## **PLAYER SELECTION INTEGRITY**

No player shall be guaranteed a position on any competitive team prior to the completion of the evaluation process.

All players must be assessed through the same evaluation process.

All selection decisions must be based solely on evaluation results, team composition, and positional needs.

## **TEAM FORMATION**

Teams will be formed based on evaluation results, team composition, and positional needs.

Final roster decisions are made collaboratively by the evaluation team and are subject to oversight and approval in accordance with SGHA policy. All final rosters must be approved prior to release.

SGHA will strive to roster full teams in accordance with OWHA guidelines.

Player movement between levels may occur where necessary to support:

- Player development
- Team viability
- Competitive balance

## **PLAYING UP**

Players are expected to try out within their designated age category.

Players at U13 and below are not permitted to play up.

Requests for players at U15 and above to play at a higher level:

- Must be submitted in writing
- Are subject to evaluation and approval by SGHA

Approval will only be granted in exceptional circumstances and where it supports player development.



## **IMPORT PLAYERS**

SGHA will comply with all OWSHA regulations regarding player movement.

Non-SGHA players may be selected based on:

- Skill level
- Team needs
- Overall competitiveness

All selections will prioritize fairness, transparency, and team composition.

## **COMMUNICATION OF RESULTS**

Team selection results will be communicated through official SGHA channels.

SGHA will make reasonable efforts to communicate results in a timely manner.

Individual evaluation rankings will not be publicly disclosed.

## **FEEDBACK**

Feedback may be offered at the discretion of the coaching staff.

Feedback is intended to support player development.

Requests for feedback must be made respectfully and in accordance with the 24-hour rule.

## **LEVEL OF COMMITMENT**

Players selected to competitive teams are expected to demonstrate full commitment.

This includes:

- Practices
- Games
- Tournaments
- Team activities

Coaches may set team-specific expectations.

Failure to meet expectations may result in reassignment, subject to SGHA approval.

## **CONFIDENTIALITY AND ETHICS**

All individuals involved in the evaluation and selection process must:

- Maintain confidentiality
- Act with integrity
- Avoid conflicts of interest

Breaches may result in removal from the process and/or disciplinary action.

## **APPEALS AND COMPLAINTS**

There is no formal appeal process for player selection decisions.

Concerns may be submitted in writing to the Director of Competitive Hockey.

Reviews will focus on whether the process was followed, not on individual player outcomes.