



HCM HOCKEY LEAGUE CONSTITUTION

2025-2026

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Table of Contents

1.0 HCM HOCKEY LEAGUE OVERVIEW

- 1.1 Name
- 1.2 Authority for Establishment and Operation
- 1.3 Purpose
- 1.4 Advisory Committee
- 1.5 Disciplinary Committee
- 1.6 Captains Meetings/Attendance
- 1.7 Amendments

2.0 ROLES AND RESPONSIBILITIES

- 2.1 HCM League Advisor
- 2.2 LIVunLtd Management Group
- 2.3 Director of Officiating
- 2.4 Officials
- 2.5 Captains/Team Representatives

3.0 LEAGUE ADMINISTRATION

- 3.1 Player Fees
- 3.2 Registration Eligibility
- 3.3 Guests on Site
- 3.4 Player Registration
- 3.5 Team Registration
- 3.6 Protests
- 3.7 Alcohol and Substance Use Policy

4.0 LEAGUE RULES

- 4.1 General Rules
- 4.2 Uniform and Equipment
- 4.3 Goalies
- 4.4 Forfeits and Cancellations
- 4.5 Penalties
- 4.6 Player Suspensions and Disciplinary Action
- 4.7 Playoffs (Tournaments)
- 4.8 Zamboni Policy

1.0 HCM HOCKEY LEAGUE OVERVIEW

1.1. NAME

The name of the league shall be the HCM Hockey League herein after referred to as the HCMHL.

1.2. AUTHORITY FOR ESTABLISHMENT AND OPERATION

The League is established under the authority of HCM. It shall operate in accordance with regulations and orders governing the operations of sports. The by-laws will amplify the Constitution and form the operating rules for the conduct of the League. The League and its management will operate under the authority of HCM.

1.3. PURPOSE

The purpose of the league shall be to promote fun, fitness, friendly competition, and fair play while engaging associates and retirees of Honda in meaningful lifelong recreation experiences. This will be achieved by enhancing Honda community wellbeing by providing enjoyable, high quality, sustainable, and accessible programs.

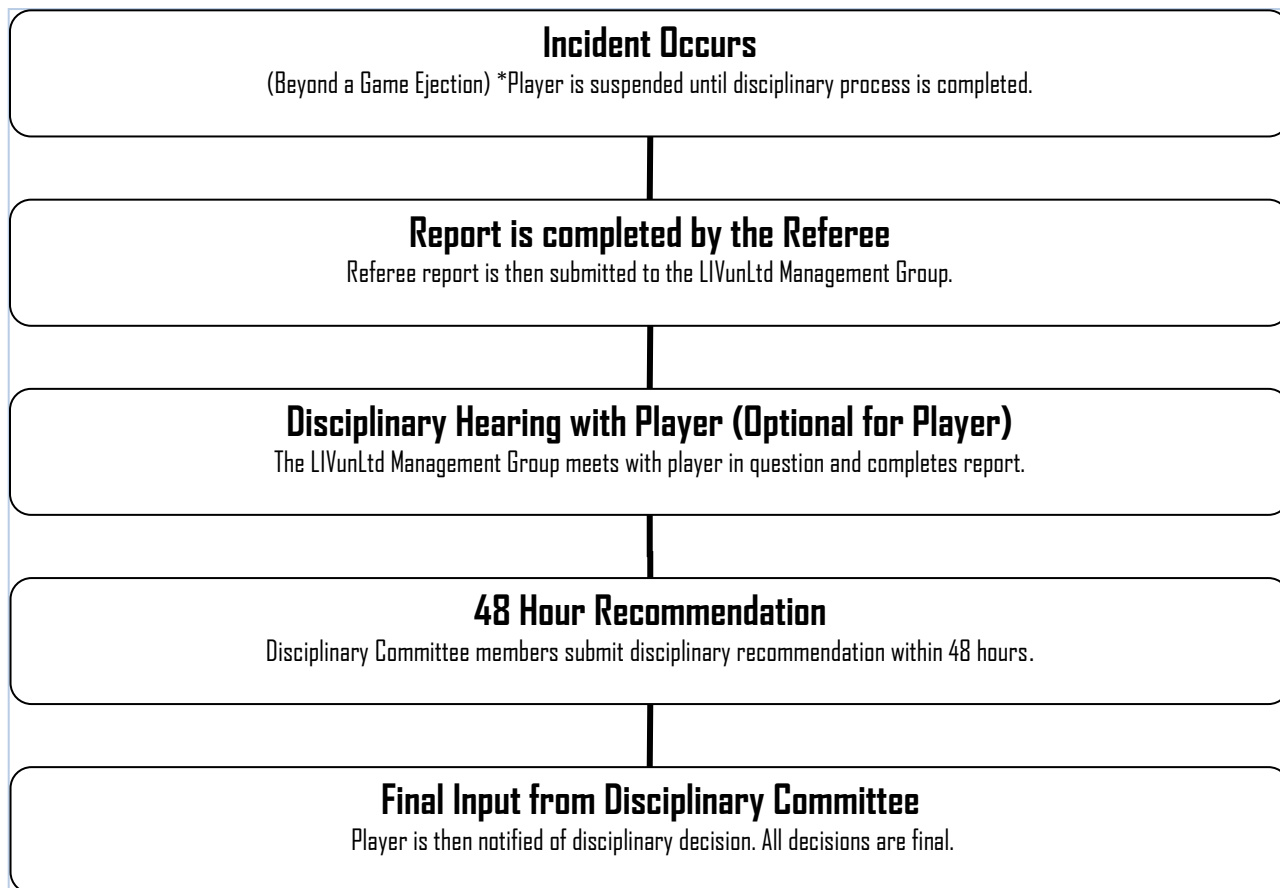
1.4. ADVISORY COMMITTEE

- a. LIVunLtd Management Group - The League shall be operated by the LIVunLtd Management Group, who in turn shall report to and be held accountable to HCM Associate Services.
- b. HCM League Advisor - The LIVunLtd Management Group shall periodically seek the advice of the HCM League Advisor for the purpose of receiving recommendations for league improvement. Currently, the League advisor is Don Watson.
- c. Team Captains/Representatives - The LIVunLtd Management Group shall periodically seek the advice of Team Representatives for the purpose of receiving recommendations for rule or Constitution changes that will better meet the purposes of the League.

1.5. DISCIPLINARY COMMITTEE

- a. The Disciplinary Committee shall have input determining the extent of penalty for Associates when incidents requiring disciplinary action occur at HCMHL events; these decisions are final and are not subject to appeal.
- b. The Disciplinary Committee shall consist of a minimum of the LIVunLtd Recreation Coordinator, the HCM League Advisor and if needed the General Manager of LIVunLtd Management Group.

Disciplinary Committee Process



1.6. CAPTAINS MEETINGS/ATTENDANCE

- The Captain or Player Representative of a team MUST attend each scheduled Captains' Meeting throughout the season.
- The initial meeting of the League shall be held prior to the start of League play to inform Captains of any changes made to the League and to discuss any changes the captains would like to see made.
- The date, time and place of the meetings shall be determined by the LIVunLtd Management Group.
- Notice to all meetings shall be posted for all team members of the League no less than seven (7) days prior to the meeting and shall state the agenda to be transacted.

1.7. AMENDMENTS

Constitutional amendments may be submitted to the LIVunLtd Management Group as a recommendation for approval. All suggested amendments will be either ratified or denied through Captain Vote.

2.0 ROLES AND RESPONSIBILITIES

2.1 HCM LEAGUE ADVISOR

- i. Act in an advisory capacity with the HCMHL Management Group.
- ii. Shall attend meetings, as necessary.
- iii. Send out weekly referee assignments.
- iv. Periodically consult with LIVunLtd Management to ensure the best interests of HCM are being upheld.

2.2 LIVunLtd MANAGEMENT GROUP (LIVunLtd REPRESENTATIVES)

- i. Preside over all meetings.
- ii. Be responsible for carrying out the duties and responsibilities of the HCMHL.
- iii. Cast the deciding vote in the case of a tie vote at any meeting.
- iv. Be empowered to deal with special cases (e.g. eligibility of players).
- v. Chair all hearings and meetings of the HCMHL.
- vi. Be directly responsible to Associate Services.
- vii. Create and distribute the League schedule.
- viii. Communicate League updates in a timely manner.
- ix. Keep track of the forfeits.
- x. Maintain League budget.

2.3 DIRECTOR OF OFFICIATING

- i. Schedule certified referees for all HCMHL league and tournament games.
- ii. Find replacement referees when scheduled referees become unavailable.
- iii. Ensure that all referees are familiar with the HCMHL rules and Constitution.
- iv. Act in an advisory capacity in regard to the disciplinary process. This entails providing recommendations as to how the disciplinary process can be improved to better ensure its intended purpose.
- v. Oversee the hiring & termination process of referees in collaboration with LIVunLtd MANAGEMENT GROUP.

2.4 OFFICIALS

- i. Two-man refereeing system, responsible for refereeing a fair and impartial game, while maintaining a safe and enjoyable environment for all players.
- ii. Manage score clock during games. (Game is started on Arena Clock)
- iii. Regular Season games are 45-minute run time with no stoppage time (Set Clock for 49 minutes and puck drop at 45-minute mark)
- iv. Responsible for the thorough completion of game sheets (this includes: score, penalties, incidents, appointed Captain/Team Representative).
- v. Notify staff of all first-aid injuries/incidents that occur.
- vi. Provide recommendation for League improvement.
- vii. Must sign the game sheet officiated after the game in order to get paid.

2.5 CAPTAINS/ TEAM REPRESENTATIVES

- i. Must attend all HCMHL meetings or send a Player Representative.
- ii. Be the communication link between the LIVunLtd Management Group and their team. Must ensure that all complaints are in WRITING and addressed to the LIVunLtd Management Group.
- iii. Be responsible to ensure their players are aware of ALL rules and regulations regarding the HCM Hockey League.
- iv. Be aware that if there is a conflict in jerseys, i.e. (same colour), then the visiting team is responsible for finding an alternative.
- v. Ensure that no jerseys have advertising on them.
- vi. Ensure that jerseys are appropriate.
- vii. Ensure that team names are appropriate.
- viii. Ensure all players on the game sheet are on the roster and are eligible to play.
- ix. Ensure that all players on their roster have a jersey number for each game played.
- x. Act as the on-ice mediator between players and officials.

3.0 LEAGUE ADMINISTRATION

3.1 PLAYER FEES

- a. Players will pay **\$150** for the season (**\$75** for half of the season).
- b. Goalies will pay **\$60 (Spare Goalies \$30)**. Goalies cannot play as a skater unless they pay the player fee.
- c. What the HCMHL Fee includes: Officials, Ice Rental, Equipment, Prizes, Trophy, HCMHL Apparel, Year End Tournament Food and Refreshments.
- d. NOTE: Fees are based on the number of players and teams, and therefore, may be subject to change from year-to-year.
- e. Players who are not registered for the League but play in a game prior to registering will result in their team receiving a forfeit regardless of if they win or not. There will be NO warnings.

3.2 REGISTRATION ELIGIBILITY

- a. Registration in the League shall be open to all HCM Associates.
- b. Registration in the League shall be open to all HCM Retirees.
- c. Terminated/Inactive Associates are ineligible to play in the League effective of their termination date. No refunds will be provided.

3.3 GUESTS ON SITE

- a. Associates are more than welcome to invite their friends and family to watch the hockey games. A sign-in sheet is available at the front desk, which must be signed by guests upon each visit.

Associate and Guest Rules and Regulations:

- i. A sign-in sheet is available at the front desk, which must be signed by guests upon each visit.
- ii. Associates are responsible to ensure that all guests are signed in.

- iii. Associates must arrange for proper care for children while at the Honda Recreation Centre. Failure to do so will result in the Associate being removed from the event they are participating in.

CHILDREN 11 YEARS AND UNDER:

- Must be supervised by an adult at all times.

CHILDREN 12 TO 17 YEARS OF AGE:

- Are permitted to view hockey games without adult supervision.
- Must remain seated in the stands while viewing. If the child leaves the stands, wanders the facility, or disrupts others, the Associate will be removed from their game and be asked to supervise the child or leave the facility altogether.
- Are not permitted to supervise other children.

18 YEARS AND ABOVE:

- Are permitted to supervise younger children.
- If they are unable to properly supervise any child in their care, the Associate will be removed from their game and asked to supervise the child or leave the facility altogether.

- b. Outside sporting equipment (e.g. balls, mini sticks, etc.) are NOT permitted in the facility.

3.4. PLAYER REGISTRATION

- Prior to their first game, players must complete Registration form on the Living Well Hub. Players are charged League fee via payroll deduction.
- Playing a game prior to payment is forbidden. In these instances, the captain and the player will be subject to disciplinary action by the Disciplinary Committee.
- NO REFUND POLICY:*** No refunds will be given after the player removal date- **Monday, October 13th, 2025.** Any player who has played a game is ineligible for a refund (circumstantial- exceptions for injuries and work-related instances).
- Players are allowed to register for **TWO** teams (Only applicable if you are a goalie, player/goalie & or on 3 Shift Rotation. If a player registers as a player for one team and a goalie for another team, they are only permitted to play the position they have indicated upon registration which will be reflected on the HCMHL game sheet.
- Please Note: **Position Players Only that are registering from A/B/C Shift are not permitted to register for 2 teams).**
- If a player has paid for 2 teams and played for both teams throughout the year, they are allowed to play on those teams in the Year End Tournament if they are in different divisions. If a team (including players) get moved up or down based on the best interest of the league and plays for different teams in the same division, they **MUST** decide which team they will be playing for during the full duration of 2024 – 2025 HCMHL Year End Tournament
- No player shall be allowed to transfer teams after the end of January. The LIVunLtd Management Group shall be responsible for the compilation of complete team lists of eligible players who may participate in the year-end tournaments.

3.5. TEAM REGISTRATION

- a. All teams must have a minimum of 12 skaters, when registering their team.
- b. Last day to add a player will be **Monday, February 2nd, 2026 (exceptions will be made for new hires)**.
- c. If a team drops below the minimum number of skaters required (12) they can add a player from the list of spare players to make sure you meet the minimum number of skaters required. It is up to the captain of each team to ensure they have the minimum roster of players for each HCMHL game.
- d. Team names should be provided the day of registration. Team names will be subject to approval by the LIVunLtd Management Group before the start of the season. Any inappropriate team names will require a substitute. The Team Captain will be notified if there is a need for a team name substitute.

3.6. PROTESTS

- a. Protests must be submitted in writing by the Captain to the LIVunLtd Management Group.
- b. A team with a protest regarding the game being played (with the exception of player eligibility) shall notify the referee immediately. All protests shall be in writing and supported by evidence and shall be in the hands of the LIVunLtd Management Group, and the opposing team, within 24 hours of the advertised time of the protest. A protest regarding the eligibility of a player shall be submitted to the LIVunLtd Management Group no later than 24 hours after the end of the game.
- c. The protest shall be in writing and shall set out the regulation(s) and rule(s) by the number under which the protest is laid and shall be signed by the team representative of the protesting club. Accompanying the protest shall be a summary of the evidence to be submitted. At the hearing where witnesses are not to be called, documentary evidence may be submitted and must be supported by the representative team.
- d. Both teams will be notified by the HCMHL of the dates and place and time of the hearing of the protest. All protests will be heard by LIVunLtd the Management Group as soon as possible and all teams will be notified of the decision.
- e. Protests on a referee's decision will not be considered.
- f. If the protest is valid, the protesting team shall win the game protested by a score of one (1) to zero (0). The offending team may also be subject to supplemental disciplinary action from the LIVunLtd Management Group. If the protest is not valid, the game results shall stand.

3.7. ALCOHOL AND SUBSTANCE USE POLICY

The policy states: "There is to be no drugs or alcohol at any HCM league event. No drugs or alcohol are permitted on Honda Canada Manufacturing, Living Well Centre , Nottawasaga Arena and New Tecumseth Recreation Centre property. If any player is found to have drugs and/or alcohol in their possession, the entire team will be handed a season suspension."

This policy includes but is not limited to the following:

- Consumption of alcohol, THC products, or drugs on Honda Canada Manufacturing, Living Well Centre , Nottawasaga Arena and New Tecumseth Recreation Centre property
- Possession of alcohol, THC products, or drugs on Honda Canada Manufacturing, Living Well Centre , Nottawasaga Arena and New Tecumseth Recreation Centre property
- Arriving on Honda Canada Manufacturing, Living Well Centre , Nottawasaga Arena and New Tecumseth Recreation Centre property already under the influence of drugs, THC products, or alcohol.

Other items that are prohibited from being used in the Honda Canada Manufacturing, Living Well Centre , Nottawasaga Arena and New Tecumseth Recreation Centre property facility are:

- Chewing tobacco
- Cigarettes/Cigars
- Vapes
- Cannabis Pens
- Edibles

3.8 PLAYER SAFETY

Player safety is a primary concern of HCM and LIVunLtd; as such, the league will be subject to a self-reported Concussion Protocol in order to prevent further injury and promote the recovery of players. This protocol aligns with standards handed down from the Ontario Ministry of Tourism, Culture and Sport.

During play, if a player receives a blow to the head, face or neck, the player should be assessed for signs or symptoms of a concussion. Symptoms could include:

Physical Symptoms – such as headache, dizziness, blurred vision, nausea or vomiting, poor balance.

Emotional Symptoms – such as irritability, moodiness, becoming nervous or anxious, sudden aggression or other uncharacteristic changes in behaviour.

Cognitive Symptoms – such as memory loss, not thinking clearly or having illogical thoughts, loss of coordination (hand/eye) or appearing clumsy, problems concentrating, speaking, or performing simple tasks like tying skates.

Red Flags – loss of consciousness or being “knocked out” or seizures/convulsions.

The player, referees, and teammates are encouraged to look for these symptoms and decide what first aid would be appropriate.

Recommended Action:

- If a player is rendered unconscious:
 - Activate 911.
 - Keep the player still, leave equipment on.
 - Follow instructions from 911 dispatch.
- If a player begins to have a seizure:
 - Activate 911.
 - Protect the players head but do not restrict their movements, do not hold them down or put anything in their mouth.
 - Follow instructions from 911 dispatch.
- If a player is experiencing any other concussion symptoms:
 - Take the player out of the game immediately, further activity could be dangerous.
 - Decide how to reach medical attention (should be an emergency room). Do NOT let the person drive themselves.
 - Complete the “Injury Report” section on the back of the game sheet and deliver it to the Living Well Centre or send it to rec@hcmllivingwell.ca

A "Return to Sport" policy dictates that an athlete must not resume unrestricted participation in practice, competition, or training until they have received medical clearance. **This must be in writing from a medical professional.**

4.0 LEAGUE RULES

4.1. GENERAL RULES

All HCMHL games shall be played under the CAHRA rules excepted as listed herein:

- a. Teams will be permitted to play as long as they have **FIVE (5)** skaters and a goalie dressed for the game. If a team has no goalie, the game will be considered a forfeit. However, one skater has the option to dress as goalie to avoid forfeit.
- b. Teams can add non-roster players during the regular season to avoid forfeit. To bring them up to **SEVEN (7)** players.
 - i. Players must be registered in the HCMHL.
 - ii. Players must be from the same division or lower.
 - iii. Additional Players must sign the bottom of the game sheet.
 - iv. Rule only applies to regular season games.
- c. If a team plays with an illegal player (e.g. that player is not registered in the League, has not paid, or is playing under suspension) the team loses that game and will be subject to the discipline of the LIVunLtd Management Group. The illegal player and Team Representative will be subject to the discipline of the LIVunLtd Management Group.
- d. Only players who are dressed can be on the bench; no coaches are allowed.

In Game:

- e. The full duration of play will be one 45-minute run-time period, without stoppage time and end changes. Tie games will stand during the regular season.
- f. The clock will be set to 49 minutes to allow 4 minutes for warm-up, and the puck will be dropped when the clock reaches 45 minutes.
- g. Slap shots are considered any shot where the stick is raised above the waist; NO slap shots are allowed inside of the attacking blue line. If a slap shot occurs and no penalty is called, a face-off will take place in the offender's defensive zone.
- h. Icing will be called when a player shoots the puck the length of the ice from inside their own blue line.
- i. **Quick Drop:** To promote quick play, the referee will blow the whistle indicating teams should line up to face off. The referee will then count to 3 and drop the puck regardless of whether the players are ready.

4.2. UNIFORM AND EQUIPMENT

- a. All players are required to wear CSA approved helmets and CSA face shields (clear visor or cage) with a properly fastened chinstrap (neck guards are optional). The use of Mirrored or Tinted visors is not permitted while participating in the HCMHL.
- b. New team jerseys will be subject to approval through the LIVunLtd Management Group. Any inappropriate logos will not be accepted. Any inappropriate jerseys will need to be replaced at the team's expense.
- c. In cases where opposing teams are deemed by the referee(s) to be wearing jerseys too similar in colour, it is the responsibility of the visiting team to find substitute shirts.
- d. Goalies must wear a CAHRA mask and neck guard or "Billy Goat." The mask CANNOT be a cat eye mask; or any form of cat eye; it must be a standard mask.
- e. Goalie Equipment Misuse Penalty:
Goalie equipment is to be used for the HCM sanctioned events or activities only; Associates will not be permitted to use the equipment for personal use. Failure to return equipment within 24hrs of time of pick up will result in:
 - i. One game suspension for first offence.
 - ii. Two game suspension for second offence.
 - iii. Season suspension for third offence.

4.3. GOALIES

- a. A team which does not have a goalkeeper for a league game or playoff game can have a player from their own team play in as their goalkeeper (equipment available at the HLWC).
- b. Substitute goalies may be from any division within the League during the regular season.
- c. If a goalie is hit in the mask with a puck the play will be stopped.

4.4. FORFEITS AND CANCELLATIONS

- a. **OVERTIME POLICY:** When overtime is scheduled at any plant, Honda game times will be adjusted by fifteen or thirty (15-30) minutes whenever possible. For example: afternoon-shift games will start fifteen or thirty (15-30) minutes earlier and day-shift games will start fifteen or thirty (15-30) minutes later. There is no guarantee that games scheduled at the Nottawasaga will be adjusted to accommodate overtime.
- b. If a team is going to forfeit, they must give a 48-hour notice to the Recreation Coordinator of LIVunLtd Management to allow them to notify the other team and officials. Failure to do so will result in a loss for the team forfeiting and the game will not be made up later.

4.5 PENALTIES

Penalty	Description	Duration
Minor Penalty	- Incidental infractions with minimal safety risk (e.g. tripping, accidental contact, etc.) - Any player who is assessed three (3) minor or double minor penalties shall be ejected for the remainder of that game (Two (2) penalties of any type will constitute as two (2) different penalties)	2 Minutes Game Ejection
Coincidental Penalties	- In the event of coincidental minor penalties, teams will play 5-on-5. If another coincidental penalty is called during this time, teams will play 5-on-5. - If a team has only 5 skaters and receives a coincidental penalty with a team that has more than 5 skaters, it will be played 5 on 4 for the duration of the penalty. If another coincidental penalty is called during this time, teams will play 5-on-3. Note: Icing will still be in effect.	N/A
Double Minor Penalty	- More deliberate or potentially dangerous plays, such as body checking and stick infractions (e.g. high sticking, cross checking, slashing, etc.). (Counts as two (2) penalties towards the three (3) for game ejection)	4 Minutes
10 Minute Misconduct Penalty	- Often given in conjunction with other penalties, a misconduct penalty is typically given as an opportunity for the offending player to "cool off." - If an additional penalty (e.g. minor penalty) is incurred at the same time, the times will run consecutively (i.e. the 10-minute misconduct penalty will begin when the minor penalty expires).	10 Minutes

4.6 PLAYER SUSPENSIONS AND DISCIPLINARY ACTION

Players who commit infractions on/off the ice deemed worthy of a suspension & will be subject to further disciplinary action at the discretion of the Disciplinary Committee.

In addition, players who continuously demonstrate a disregard for other Players, Officials, or League Management could face disciplinary action from the Disciplinary Committee and/or HCM Associate Services.

Suspendable Offences:

All suspendable offences are reviewed by the Disciplinary Committee. When suspensions are deemed necessary, the severity of the incident, past history of the player involved, and previous suspensions for any incidents are taken into consideration. As such, the suspensions listed below are general guidelines and are considered on a case-by-case basis.

BELOW INFRACTIONS REQUIRE WRITE UP ON BACK OF GAME SHEET (OR INCIDENT REPORT IF APPLICABLE)

Please ensure correct name and number of player(s) being penalized

Player ineligible to play until disciplinary decision has been made.

(Disciplinary Hearing required if for more than 1 Game Misconduct)

Offense	Description	Suspension Length
Game Misconduct	- If no other penalties are incurred, a game misconduct will not result in a team being short-handed. - Any player receiving a game misconduct will be immediately removed from the game and may be subject to further disciplinary action from the Disciplinary Committee.	Game Ejection + Automatic 1 Game Suspension
Gross Misconduct	- Abuse of officials, refusal to cooperate with officials, travesty of the game, unsportsmanlike conduct, etc. - Any player receiving a gross misconduct will be immediately removed from the game and may be subject to further disciplinary action deemed necessary by the Disciplinary Committee.	Game Ejection +2 or More Game Suspension

Match Penalties	- The deliberate intent to injure another player, referee, or bystander. - The offending player will be immediately removed from the ice, and their team must serve the 5-minute major penalty. - Subject to further disciplinary action deemed necessary by the Disciplinary Committee.	5 Minutes + Game Ejection + could be up to 8 or More Game Suspension
Three (3) Penalties in Multiple Games	- Occurs when a player has accumulated three (3) penalties a <u>second time</u> in the same season.	1 Game (Reoccurrence 3 Game Suspension)
Fighting	- A "fight" occurs when any player intentionally throws a punch (regardless of whether the glove is on or off) towards another player, referee, or bystander. *One punch thrown constitutes a fight.	Match Penalty
Alcohol/Drug Use or Possession	- Please review section 15.	One Calendar Year; Team involved could also face suspension
Illegally Playing for Another Team	- Playing for a team that a player is not registered for and/or for a team that already has the required number of players. - Player is playing without paying enrollment fee. - Playing while under suspension.	Half Season: Team Captains/Representatives may also be subject to disciplinary action

4.7. PLAYOFFS (Tournaments)

- Playoff format will be dictated by the number of teams in the League and will be decided upon at a general meeting of the HCMHL prior to the playoffs.
- All rules and regulations of the HCMHL Constitution and by-laws shall apply to both the regular season and playoffs, unless specified otherwise.
- Teams can NOT add non-roster players during the playoffs to avoid forfeit, except for goalies.
- Players MUST attend 50% of regular season games to be eligible to play in tournaments (with exception to new hires, injuries, work conflicts, etc.)
- Goalies must be from the same division or lower for A, B, and C division. D Division may use goalies from C and D division.
- The following criteria shall be followed for the breaking of ties between teams in the standings at the end of the regular season:
 - Win/loss record of the two teams played head-to-head during the regular season.
 - If the tie still exists or if there are more than two (2) teams involved, each team's goals against shall be divided into the total goals for, and the team with the highest quotient shall be awarded the higher final standing position.
- The home team designation in the semi-finals and the finals shall be given to the team that placed highest in the regular season.
- During the playoffs, if at the end of the game, the game is tied, the game shall be decided by a 3-minute running time, 3-on-3 sudden death overtime period. Players can only change on the fly.

- i. If the game is still tied at the end of the overtime period, a sudden death shoot-out will be played. Both teams will shoot **simultaneously**, and no player shall shoot twice before all players have played their shot.
- j. Any players in the penalty box at the end of the sudden death overtime period are ineligible to participate in the shoot-out. Powerplays will be 4on3 or 5on3 if a penalty is given in overtime.

4.8. ZAMBONI POLICY

- a. For safety purposes, all players should refrain from stepping on the ice until after the Zamboni doors are secured. Any player who puts themselves or the Facility Operator at risk of injury may be subject to disciplinary action.

ALCOHOL AND/OR DRUGS- NOT PERMITTED AT HCM FUNCTIONS