

RCFHA Team Parity Overview:

Revised September 2017

THE LEAGUE RESERVES THE RIGHT TO DENY INDIVIDUAL PLAYER TEAM/COACH PLACEMENT REQUESTS TO ENSURE TEAM PARITY

It is the responsibility of the Division Coordinators and the League Executive to take an unbiased approach to assembling teams in each division. The goal should be to provide every division with a reasonably balanced and competitive environment to reduce lop-sided scores and the need to force teams to “hold back”. When assembling teams each season they must follow these guidelines in order of importance:

1. **Age Parity:** Coordinators will make every effort to balance their divisions by age. As much as possible, each team will have an even mix of players from each of the school grades within the division.
2. **Gender Parity:** Within divisions that are co-ed, coordinators will make every effort to balance their divisions by gender. So as fairly as possible an even mix of girls and boys on each team in the division.

3. Player Evaluations:

In person player evaluations will take place at Burnett Gym for all players in grade 1 through 12 (Mites through Bantam) before the start of team formation. Players will take part in a 20 minute scrimmage and hockey skills evaluation. Players' individual scores are confidential and will only be given to the division coordinators to be used during the team balancing process.

If teams need re-balancing after the season has started, it may be necessary to swap players between teams. Players to be moved will be chosen in this order:

- a. Players that **did not** attend evaluations and **were not** registered by the evaluation date will be the first to be moved
 - b. Players that **did not** attend evaluations but were registered by the evaluation date will be second in line to be moved
 - c. Players that **did** evaluate but **were not** registered by the evaluation date will be the last to be moved
- #### **4. Player Requests / Placement:**
- a. Coordinators may accept individual player requests such as to play with a friend, or to carpool, provided that any such requests do not conflict with the preceding parity guidelines.
 - b. Requests to move up to a higher division must be approved by the league executive. The league reserves the right to deny requests for reasons including parity between teams.
- #### **5. Team Formation & Acceptance:**
- a. After the coordinators have built draft teams for their divisions, coordinators and coaches will meet together to officially accept their teams for the upcoming season. This meeting is also an opportunity for coaches to make adjustments to their roster by exchanging players

- with another team should both coaches and the coordinator all agree an exchange will not negatively impact team parity. During the adjustment process coaches and coordinators are responsible for knowing and complying with the league parity guidelines and the building of fair teams. Only equally skilled players of the same age are eligible to move between teams and the coordinator has the final approval. Each coach can make a maximum of three player exchanges during the team formation meetings.
- b. If for some reason a coach cannot attend the team formation meeting or new conflicts require a player change teams, the coordinator can arrange a player exchange with the coaches involved through conference calls, texting or e-mail communications.
 - c. Upon the division coordinator's discretion, a team can generally remain intact from its' previous season however the coordinator must evaluate and balance it accordingly using all parity guidelines, no exceptions.

COACHES MUST NOT DISTRIBUTE/CONTACT TEAMS OR PLAYERS UNTIL THE COORDINATOR GIVES THE FINAL APPROVAL TO DO SO

- 6. In the event a coordinator is having difficulty with team placement due to special requests, parental complaints, etc. they may at any time ask for the executive to intervene. In these situations, any 2 of the 3 presidential level (President, Vice-President & Past President) executive members can make a ruling. If the role of past president is vacant or if there is a player/parent conflict of interest, any other executive member can be substituted as long as they do not have children playing on a team in the division.
- 7. Executive Oversight:**
- a. While it is ultimately the responsibility of the division Coordinators to ensure the above guidelines are followed, the League Executive will also review each division's team placement.
 - b. The league executive may at **any time up to the Christmas Break**, review and amend team placements to ensure that the above parity guidelines have been respected or to address any unforeseen imbalance issues.

These guidelines are subject to change.