

# Membership Guide 2023/24

10.2023

\* Family\* Loyalty \* Friendship \* Growth \* Kindness

## Skater Focused Coach Driven Parent Supported

Join FMC in creating a positive environment for skaters to thrive. Through a skating family and activities that promote camaraderie, good sportsmanship and teamwork, our club memberships provide guidelines and opportunities that support an individual's skating, their fellow skaters, and our skating community.

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### FMC Skating Club Membership Types & Fees

### Full Skater Membership - \$50 Annually

Full Skater Membership is for skaters who wish to enhance their skating experience and take full advantage of programming opportunities FMC Ice Sports makes possible. Full Skater Members must represent FMC in ISI competition and receive unique member discounts and opportunities for additional programs, skating events and more. See the membership overview for more information.

### FMC Instructional Class / Full Skater Membership - Free While Enrolled

While enrolled, skaters in FMC Ice Sports Teen/Adult, Step 2 Youth, Step 3, FMC Skating Club Group class or Figure Skating Development who wish to utilize FMC Club Ice sessions and/or participate in ISI Testing or Competition, can receive a Full Skater Membership for no additional cost. To access this benefit, the skater should submit a membership application. Should a skater stop taking instructional classes, membership fees will be charged at \$10 for each remaining session until the new membership year.

### Associate Skater Membership - \$100 Annually

Associate Membership is for skaters who represent a non-FMC ISI Club or Facility in ISI competition. Associate Skater Members provide their own current ISI Membership, and a copy of the membership card is required during the application process. Associate members receive access to FMC Club Ice sessions.

### Professional Membership - \$40 / Session

Coaches must have an FMC Professional Membership to teach on FMC Club ice session. Staff Instructors may be able to have some if not all of the Professional Membership fee waived. All coaches will be asked to provide a copy of your current Liability Insurance certificate with Facility Management Corporation and the Commonwealth of Massachusetts named as additional insured in the application process. Please see the Professional Membership section for more information.



### **FMC Skating Club Universal Membership Requirements**

### Purpose of the FMC Skating Club

The FMC Skating Club is the collective figure skating community of all FMC Ice Sports locations. It provides figure skating specific opportunities for advancing skaters such as practice time, specialized classes, skating events and more.

### <u>Universal Membership Requirements</u>

- Payment or purchase of FMC Club Ice sessions signifies agreement to FMC Skating Club guidelines regardless of membership type or category, whether or not a facility requires membership fees or a membership to be placed on an account to make Club Ice purchases.
- In facilities where membership fees are required, skaters and coaches must have a membership placed on their account to purchase any sessions. To receive membership, a skater or coach must:
  - Apply through our online application
  - Have membership approved by the Program Director
  - Pay all fees due and submit any required documents
- In all facilities, participants must be in good standing by
  - o fulfilling any requirements / commitments designated universally by FMC
  - o fulfilling any requirements by their affiliated home Club Division
  - o abiding by FMC Skating Club Guidelines and Codes of Conduct, Facility Codes of Conduct and Session Rules & Etiquette

### Home Club Divisions / Additional Membership Requirements & Guidelines

To make sure that the FMC Skating Club is servicing the needs of the local skating community, Club Divisions are created to serve an individual or a group of FMC facilities. Beyond the Universal Membership Requirements & Guidelines, an FMC Skating Club Division may have its own additional requirements and guidelines. These additions can pertain to any membership category and may be attached to a specific event, program or activity. Each Division will distribute additional guidelines directly to its members.

### Ice Sports Industry (ISI) Affiliation & Membership

FMC facilities are Ice Sports Industry (ISI) Administrative members. As a result, skaters utilizing FMC Club Ice sessions must be a current ISI member regardless of the skater's usual testing and competitive affiliations. FMC may be affiliated or working in collaboration with local United States Figure Skating (USFS) Clubs, but these USFS organizations are not responsible, nor do they run FMC Club Ice sessions. USFS membership does not meet the requirement for skaters to use FMC Club Ice sessions.

### Fulfilling the ISI Membership Requirement

FMC Skating Club Full Skater Membership includes ISI membership and Full Skater members must represent an FMC facility in ISI competition. Skaters who actively compete in ISI competitions and represent a non-FMC organization must become FMC Skating Club Associate members. ISI membership cannot be included with Associate Membership. Associate Club members must provide proof of current ISI membership upon application. Memberships can be purchased through the ISI directly at skateisi.org.

### Administrative Membership Obligations to ISI

The ISI recreational skating program is a key component of FMC Ice Sports programming. FMC Skating Club members have access to ISI Testing and Competition through our Administrative memberships. Many FMC programs encourage and facilitate participation in ISI performance events and institutions for its skaters as a healthy way to develop solid skills and performance abilities within a reasonable commitment and cost.

ISI rules require a skater's Individual ISI membership to be associated with an ISI Administrative membership which generally is taken out by a facility or an organization. The Administrative membership is requirement for a facility or organization to conduct and facilitate Individual Memberships other further skating actions through the ISI system. A few examples of these obligations:

- ISI tests must be registered and paid for by the Administrative Member
- Each Administrative Member will be obligated to send judges to an ISI competition if any Individual Members are representing it in competition.

### FMC Skating Club Member Requirements to ISI

- Full Skater Members will represent a singular Home Club Division and its designated ISI Administrative Member (rink) at all ISI competitions and for all events, individual and team, for the full membership year.
- ISI Tests must be facilitated by the FMC Program Director overseeing an FMC Skating Club Division the skater will represent.
  - If the skater is competing, a coach is responsible for making a request for a test at least
     20 days in advance of a competition entry deadline to allow sufficient time to administer and register the test.
  - The Program Director has the discretion to facilitate ISI test(s) as they see fit. This
    includes but is not limited to, the arranged day, time and judges.
  - o All testing fees must be paid for in advance.
- The Program Director overseeing an FMC Skating Club Division must approve any ISI team of any event type that would represent the Division in competition. Coaches must get this approval before the team is created.
- Before the entry deadline of a competition, coaches must report any skater or teams that will represent FMC in ISI competition to the FMC Program Director overseeing the FMC Skating Club Division.



### FMC Skating Club Full Skater Membership Overview

### **Benefits of Full Skater Membership**

For skaters who wish to enhance their skating experience, members can take full advantage of the programming and opportunities FMC makes possible. Competitions, performance opportunities, instructional and specialty classes, events and ISI testing and more!

- Use of FMC Club Ice sessions in any FMC facility
- Annual ISI Membership
- Access to ISI Testing, Badge Program and the ability to compete for FMC in ISI Competitions
- Preferred customer status for select programs and events
- Discounts and special offers just for FMC Skating Club Full Skater Members

### Other Benefits

Through FMC & Club programs and activities....

- Make new friends
- Learn about teamwork and good sportsmanship
- Experience valuable life lessons
- Skate in a welcoming, family-oriented environment
- Gain support from fellow skaters and parents
- Be the best skater you wish to be

### **Full Skater Membership Requirements**

- Maintain membership in good standing
- Abide by and support FMC Membership Guidelines & Rules
- Abide by FMC Facility and Skating Club Codes of Conduct
- Represent the appropriate FMC Club Division in ISI Competition



### Full Skater Membership Guide

### Annual ISI Membership

Your Club membership includes an annual Ice Sports Industry (ISI) membership. ISI is an international organization that does many things to support the Ice Sports Industry from professional trainings and seminars to organized recreational competition. An ISI membership provides you with an online subscription to Recreational Ice Skating magazine, additional insurance for the skater, the opportunity to test and compete, and much, much more. Your membership confirmation will come via email directly from ISI. Be sure to look for an open the email to retrieve your ISI membership number which will be needed to pursue many Club benefits such as ISI testing and competition.

### Access to ISI Badge Program, Testing and Competition

ISI may be most known for its very successful recreational skating programs. ISI developed a skating school curriculum in 1959 to help arenas teach skating through a group lesson format which allowed skating to be accessible and affordable to many more people. As the years progressed, ISI developed a national and then international database of skaters and the levels they had passed. Schools would give skaters the branded badges or patches to show their achievement. Skaters who passed tests, could then compete the highest test passed creating competition with an "apples to apples" format, meaning, skaters were compared for their ability to do the same skills opposed to the most technically difficult.

In order to utilize the ISI programs, organizations, professionals and individuals must be members of ISI. Organizations and professionals must administer ISI institutions according to ISI guidelines. FMC Ice Sports skating programs incorporate the ISI curriculum in its teachings and as ISI Administrative members, are authorized to administer testing and prepare skaters for competition. ISI Competition is for skaters of all ages and abilities and promotes team and individual achievement. Every skater who competes earns points towards their representative team and the top team placements receive trophies to reward the team's effort.

As a Full Member of the FMC Skating Club, your ISI membership will be registered or renewed with ISI and you will have access to ISI testing, ISI badges for passing tests and the ability to compete in ISI competitions, if desired.

### **FMC Representation in ISI Competition**

Full Skater Members will represent <u>a singular Home Club Division</u> and its designated ISI Administrative Member (rink) at all ISI competitions and for all events, individual and team, for the full membership year. A chart is included in this packet listing the designated facility a Club Division will represent in competition. Skaters who currently represent another non-FMC ISI Club or ISI Administrative Facility in competition should choose the FMC Skating Club Associate Membership opposed to Full Skater.



### Preferred Customer Status and/or Pricing for Programs, Events

As a Full Skater member of the FMC Skating Club and participant in FMC programming, you are our priority. We achieve our mission, "FMC exists to make our community a better place one skater at a time," when customers and participants find a lifelong love of ice sports and benefit from the many wonderful things skating provides - life lessons and skills, friendships, personal growth and fitness and more. As a thank you for your continued support, many FMC programs and events will offer club members special opportunities, priority placement or participation and special or discount pricing.

### **Additional Opportunities**

Many clubs host social activities and parties to help skaters and families to get to know each other. These activities are often attached to performance events or class days. In addition, different locations often have their own club apparel. Efforts and offerings vary by location.

### **Home Club Divisions**

To make sure that the FMC Skating Club is servicing the needs of the local skating community, smaller Divisions have been created. Divisions may span one individual FMC facility or a group of FMC facilities.

Each Club Division is supported by a Booster Club and represented by a singular FMC Administrative membership in ISI competition as outlined in the chart below. If multiple facilities belong to the same Division, one year-round facility is chosen so that the skaters within a Club Division can remain a singular competitive unit at ISI competitive events. Please see the included chart.

Location(s)	Booster Club	Represents in Competition
Auburn, Marlboro & Worcester	Central Mass Magic	FMC Buffone Arena
Franklin / Hopedale	Franklin Finesse	FMC Pirelli Veterans Arena
Gardner / Fitchburg	Ice Evolution	FMC Gardner Veterans Arena
Plymouth (in collaboration with Winterland Skating School)	Plymouth Skating Club	FMC Armstrong Arena
Natick & West Roxbury	Natick Supernovas	FMC William L Chase Arena
Burlington, Lynn, Revere and Somerville	TBD	FMC Cronin Arena
Fall River, New Bedford, Raynham & Taunton	South Shore Stars	FMC Raynham Iceplex

FMC Facilities that are not listed do not offer Club Ice sessions at this time.

### Home Club Division Additional Membership Requirements & Guidelines

Beyond the Universal Membership Requirements and Guidelines, a Division may have its own additional requirements which help to satisfy the local skating community's needs. These requirements and guidelines can pertain to any membership category and may be attached to a specific event, program or activity. Some examples:

- A Division may require additional Codes of Conduct, rules or etiquette
- A specific membership type, event participation and/or donations of time or supplies may be needed for a member to participate in an FMC Skating Club event or program or receive a Club Member discount
- Coaches may required to volunteer at an event and/or have students participate in order to keep membership in good standing or have fees waived

Club Divisions determine the requirements and commitments needed for memberships to be maintained. If you skate in facilities represented by different Club Divisions, the rink of which you purchase the most ice will be considered your Home Club and the corresponding Club Division will dictate your requirements. In the event that ice sessions are purchased equally between two Divisions, Program Directors will determine appropriate guidelines to satisfy each Division's needs.



### FMC Skating Club Associate Skater Membership Guide

### Benefits of Associate Skater Membership

For skaters currently representing a non-FMC organization in ISI Competition, FMC Skating Club Associate Skater Membership allows a skater to use FMC Club Ice sessions in any FMC facility.

### **Associate Skater Membership Requirements**

- Provide proof of current ISI membership
- Maintain membership in good standing
- Abide by and support FMC Membership Guidelines & Rules
- Abide by FMC Facility and Skating Club Codes of Conduct

### Club Divisions / Additional Membership Requirements & Guidelines

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Plymouth (in collaboration with Winterland Skating School)	Plymouth Skating Club	FMC Armstrong Arena
Natick & West Roxbury	Natick Supernovas	FMC William L Chase Arena
Burlington, East Boston, Lynn, Revere and Somerville	TBD	FMC Cronin Arena
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FMC Facilities that are not listed do not offer Club Ice sessions at this time.



### FMC Skating Club Skater Code of Conduct

The FMC Skating Club is a team. Everyone on the FMC Skating Club team has value and is worthy of respect and kindness. In order for us to reach our Club goals, we need to create a safe and real space that helps everyone work together. This Code of Conduct applies to Full and Associate members.

### Be Prepared

- Arrive to practice and performances on time
- Wear appropriate attire and have all of your equipment
- Be ready to skate and participate

### Be Kind

- Encourage all teammates, whenever and however you can
- Understand no one is perfect and everyone makes mistakes
- Treat others as you want to be treated

### Be Present in Practice & Performance

- Show up for the team and not just yourself
- o Do the best that you can for that day, both on and off the ice
- Value your role and everyone else's; each team member has value and contributes to our shared goals

### Be Coachable

- Listen: to your coach, to staff, to your teammates, to your heart
- Accept responsibility for your actions, learn from mistakes and be open to how you can improve
- Ask questions if you are confused or don't understand

### Be Brave

- All, even coaches, have feelings that challenge them; be brave enough to practice or perform through yours
- Everyone on our team needs to feel safe, that they belong, and that they are a valuable part of the team; be brave enough to help others feel these things
- Being a team takes practice, commitment and discipline; be brave enough to be loyal to your team and its goals

### Be Gracious

- Refrain from participating in behaviors that would reflect poorly on yourself, fellow skaters, coaches, the facility or the sport
- Maintain a focus on meeting personal goals, participation and enjoying the experience opposed to winning
- o Be modest in victory and gracious in defeat

### Be Respectful to

- The sport
- Coaches, officials, staff and other authority figures
- Your fellow teammates
- The competition
- Your and other parents
- Yourself





### FMC Skating Club Parent Code of Conduct

### Parents of FMC Skating Club members, Full and Associate are required to:

- Educate themselves and their skaters in regard session requirements, etiquette, rules and proper behavior
- Be supportive and respectful of the facility, staff, coaches, parents and skaters and the institutions used to facilitate goals of the sport
- Support and encourage all skaters, at all times, placing their emotional and physical well-being above any desire to win or acquire achievements, helping them to maintain focus on meeting personal goals, the joy of participating and enjoyment of the experience while providing a supportive atmosphere without pressure
- Display good sportsmanship, honor the game and help skaters understand the valuable lessons sports can teach
- Promote a trustful environment, respecting staff, coaches and their student relationships, the right for other skaters to pursue skating in their own ways; solicitation and/or skater migration of any kind, will be met with a zero-tolerance policy; club membership will be revoked and any fees paid forfeited
- Be a positive ambassador of the sport, facility and the FMC Skating Club refraining from behaviors that negatively impact the program or participants, reflect poorly on themselves, skaters, coaches, the facility or the sport including but not limited to
  - o posting on any social media site with the intent to initiate, hurt, intimidate or humiliate,
  - o posting negative, demeaning or derogatory comments
  - such acts will be met with a zero-tolerance policy; club membership will be revoked and any fees forfeited
- Make the rink a "safe zone"; providing positive reinforcement as needed and refraining from yelling, berating or ridiculing of a skater; Behaviors that resemble abuse or that can be construed as abuse will be reported to appropriate authorities
- Be an example for playing by the rules, resolving conflicts without resorting to hostility or violence and treating others with respect
- Allow staff, coaches, volunteers and agents of the sport to perform duties without interference including, but not limited to, refraining from coaching from the stands or rink side, bashing others, gossiping, open criticism or being overly negative and venting inappropriately



## FMC Club Ice Session Rules & Etiquette

Effective 9.26.222

### **GENERAL**

- 1. All FMC guidelines, mandates and protocols must be followed.
- 2. All skaters and coaches must have the appropriate membership to utilize sessions. Membership is granted through an approval process. Membership is not guaranteed for any user.
- 3. Skaters and coaches must register online and in advance. If a skater is not on the list for session or a coach has not completed the per session registration in advance, they will not be permitted to the session. Failure to comply with this requirement repeatedly will result in suspension or revocation of membership and/or teaching privileges.
- 4. Sessions must be used in the time increments listed. Crossing slot times, partial use with the expectation of paying a proportionate payment, switching out skaters and/or skate times, etc. is not permitted.
- 5. FMC sessions will be limited to maintain safe conditions. FMC staff members will determine limits as they see appropriate.
- 6. The system allows customers to withdraw their own sessions for credit prior to the start of a session. See guides posted on the website to facilitate this. Refunds will not be given.
- 7. It is up to the Arena staff to determine if an ice resurface is needed.

### SAFETY AND EXPECTED BEHAVIOR

- 1. All parties are responsible for their conduct, both on and off the ice and, at all times, are expected to show respect and consideration as well as promote a safe environment.
- 2. All are responsible for maintaining safety and order. Any behavior deemed inappropriate or dangerous, by staff may result in authorities to be called and/or involved parties required to leave the ice, areas of, the building or the property and/or have privileges suspended or revoked. Staff has final authority in such situations.
- 3. Player bench areas are reserved for practicing skaters, necessary staff and teaching professionals. Spectators should watch sessions from the stands.
- 4. All persons on the ice must be wearing skates. Teaching from the boards in shoes may only be allowed with advanced approval from the Program Director and may require a doctor's note.
- 5. Cell phones can only be used on the ice surface for recording skating. Other activity like calls, texts, etc. must be conducted off ice.
- 6. Sitting on the boards is not permitted.
- 7. Drinks are permitted in the player bench areas only.
- 8. All are expected to clean up after themselves and place trash/waste in the proper receptacles.
- 9. Headphones, earphones, ear buds or other devices that may impair hearing or other senses are not allowed on the ice.
- 10. Teaching any group of skaters (more than 2) or using teaching props (i.e. pole harnesses, hockey sticks, markers, hoops, etc.) require advanced approval and may be limited or prohibited.

### **ICE USAGE & ETIQUETTE**

- 1. All are expected to display consideration, courtesy, respect, awareness and teamwork to create a comfortable and safe environment for all. Adverse behavior will not be tolerated. Staff has the discretion to suspend or revoke privileges and membership.
- 2. Skaters who present a danger to themselves or others may be asked to leave the ice.
- 3. Advanced skaters and professionals are expected to exercise a higher standard of care and assist newer or lower ability skaters with ice usage and etiquette to maintain the proper environment.
- 4. To maintain flow, all should keep moving, maintain appropriate traffic patterns and get up quickly from falls. Discussions, breaks, static exercises, etc. should be kept next to the boards or in the player boxes.
- Spins should be practiced in between the blue lines and jumps on the ends. Special care should be taken in Lutz corners. All should refrain from monopolizing any area on the ice for an extended period of time.
- 6. If a staff designation system (belt, armband, vest, etc.) is present and a skater using the system is having their music played, they have the right of way over other skaters. If a system isn't present or utilized, right of way cannot be given.
- 7. Skaters in a lesson have the right of way over practicing skaters as long as ice etiquette rules are being followed.
- 8. Skaters practicing MIF patterns, Dance patterns or who are being taught or practicing collectively, do not have the right of way.
- 9. Group activity or props and/or other items that may disrupt the flow of a session require advanced approval from the Program Supervisor or staff. Safety must dictate use in all cases.

### **STEREO & OTHER EQUIPMENT**

- 1. Use of stereo or other equipment (like a harness) is not guaranteed.
- 2. Only FMC staff or guests who have advanced permission and been trained by FMC staff are allowed to operate stereo or other equipment (like a harness).
- If equipment and/or notification equipment have not been put out at the beginning of a session, please ask staff if they could be made available.
- 4. In order to make sure equipment is available for future sessions, please make sure it is returned to the office or staff after sessions have concluded.

### MUSIC PLAYING ETIQUETTE

- 1. Respect for the system set is required. Adverse behaviors will not be tolerated and may result in the loss of privileges or membership.
- 2. Warm up or background music must be compliant with FMC Ice Sports' ASCAP Licensing.
- 3. The system for playing music will be set by arena staff. Most often, music to be played next is closest to the stereo equipment and the "end of the line" is farthest from it.
- 4. Each skater should be allowed one turn to play music before a skater is permitted a second turn. Turns are per skater, not per program.
- 5. Skaters are expected to skate through and finish programs. Music will not be restarted unless the stereo equipment malfunctions.
- 6. Music with inappropriate meanings, phrases and language will not be allowed or tolerated.
- Skaters must utilize the designation system in order to have the right of way while their music is being played.
- 8. Staff has the discretion to allow, limit or revoke Pro Bump privileges as they see fit. A Pro Bump is a request from a Professional to put the music of the student they are teaching ahead of other practicing skaters. Pro Bumps can only apply to skaters in a lesson at the time of the request. Only one Pro Bump per lesson. After a Pro Bump, the skater's music will go into the regular rotation.
- 9. Staff has the discretion to limit the number of times a skater can play his or her music on a session.



### FMC Skating Club Professional Membership Guide

### **Professional Membership Benefits**

- Teach on FMC Club Ice sessions in FMC Facilities for which you have acquired approval from overseeing Program Directors
- Enjoyable, respectful and trustworthy teaching environment
- Program, event and specialty class opportunities for students from beginner to advanced, recreational to elite

### **Professional Membership Requirements**

Coaches who wish to teach on FMC Club Ice sessions must be positive ambassadors and role models of figure skating, the arena and all programs within. Any violation of the conditions outlined in membership guidelines or behavior deemed inappropriate or unprofessional may result in teaching privileges on FMC Club Ice sessions to be suspended or revoked entirely. In order to apply for membership, coaches must be:

- Of legal age and able to legally enter into a contract
- A Professional Member of USFS, ISI or PSA in good standing
- Free and clear of any fees due to FMC Ice Sports or their affiliates; Membership cannot be approved or reinstated until debts are paid
- Abide by and support FMC Membership Guidelines & Rules
- Abide by FMC Codes of Conduct

In addition, in advance of teaching on any session, coaches must:

- provide a copy of their current Liability Insurance certificate with Facility Management
   Corporation and the Commonwealth of Massachusetts named as additional insured during the application process and as requested by a Program Director or FMC staff member
- pay membership dues; payment will signify agreement to all membership guidelines and rules

### Professional Membership Fees - \$40 / session

May be partially or fully waived for coaches currently on staff with FMC Ice Sports and/or partnering organizations. The definition of being on staff with FMC Ice Sports is:

### Employees who have worked or are scheduled to work a complete session.

- A "session" is defined as the 8-week spans by which we organize classes.
- "Work" is defined as being assigned to a program for the span of a session, or, being put on the sub list if enrollment did not allow the Program Director to provide an assignment. Choosing to be on the sub list does not qualify.
- "Completion" of a session is defined as working at least 75% of the dates of required and receiving a more than satisfactory review of that session.
- Working less than 75% or receiving a less than satisfactory review may require the coach to pay Professional Memberships fees may to continue teaching on FMC Club Ice sessions.
- Waiving of fees is at the discretion of the Program Director and not guaranteed

### Club Divisions and Professional Membership

Different Club Divisions may have additional requirements / conditions. It is the coach's responsibility to educate themselves on any requirements needed and provide full compliance in order to retain privileges.



### FMC Skating Club Professional Code of Conduct

### Coaches must....

- Be supportive and respectful of facility, staff, coaches and skaters and the institutions the facility
  provides to facilitate goals of the sport
- Promote a trustful environment and
  - respect fellow coaches and their student relationships; Solicitation and/or skater migration of any kind, by a coach or their affiliated parties, will result in immediate revocation of club membership and any fees paid to be forfeited
  - Refrain from advertising, soliciting and discussing non-FMC classes, events, clinics and the like while on FMC property / rinks unless an official collaboration with FMC has been established in advance
- Educate students and/or parents in regard to session requirements, etiquette, rules and proper behavior
- Ensure that requirements, for professionals and students, are satisfied before sessions are utilized and Club Ice Rules & Etiquette are upheld at all times
- Be a positive role model for students, including but not limited to
  - Professional dress, appropriate language and conduct; the wearing of non-FMC attire on FMC Club Ice sessions is prohibited
  - Refraining from any behavior that negatively impacts the program or participants, illegal acts, etc.
  - o Displaying good sportsmanship and honoring the game
  - Making the rink a "safe zone"; Behaviors that resemble abuse of another person or that can be construed as abuse will be reported to appropriate authorities
  - Refraining from bashing others, gossiping, being overly negative or venting inappropriately
  - o Being considerate and respectful of rink staff and property
  - Changing skates and conducting business in common areas of the facility only