

ALASKA YOUTH SOCCER ASSOCIATION

POLICY & PROCEDURE

POLICY TOPIC: Anti-Enticement/Anti Recruitment Policy

POLICY NO: AYSA5182014

POLICY: Alaska Youth Soccer Association (AYSA) Recruiting Policy Recruitment, or recruiting, is defined as any action initiated by a “Team Official” (coach, assistant coach, team manager/coordinator, trainer, or any person representing a team) or a “Club Official” (Director of Coaching, Technical Director, Member of the Board of Directors, Executive Director, General Manager, or any person representing a Club) who seeks to enlist the services of a player or team.

PROCEDURE:

Section 1: Illegal recruitment is defined as the employment of any prohibited practice by a “Team Official or Club Official”. These prohibited practices include:

- a) Offering any inducement of material or monetary value to a player or player’s family.
- b) Contact initiated by a team or club official to any player or player’s family registered with another Alaska Youth Soccer club affiliation at any time throughout the seasonal year. (September 1 – August 31)
- c) Interference with a competitive player once the player has signed a registration form and paid the fee to register with a team/club affiliation for the next seasonal year.
- d) Coaches that leave a club affiliation are not permitted to recruit their current team to move to the new club.

Section 2: Illegal recruitment does not include the following permitted practices:

- a) Club Scholarship for families meeting requirements for such a scholarship so long as the scholarship is not offered during the team selection process.
- b) Contact with a player for limited purpose of participating as a guest player with prior approval by the player’s coach and Director of Coaching or Club Administrator the Director of Coaching or Club Administrator must be contacted to initiate this process. Continued contact is prohibited after the guest play event.
- c) Solicitation by Alaska Youth Soccer Association coaches to participate in Alaska Development Program (ADP) is permitted so long as it is only for the intended use and not to recruit for their own club.

CLUB PROMOTION

Section 1: Clubs may generally promote their selective/competitive programs and try-out procedures/events, in their respective Alaska Youth Soccer Association age divisions, publicly in the following places:

- a) Club websites, social media channels, schools, libraries, sports stores, public bulletin boards and club newsletters which are mailed/ emailed to a Club's membership.
- b) These are examples and should not restrict how a club advertises.

Section 2: When a player or parent initiates contact, the club is at liberty to provide promotional material pertaining to program and tryout information.

TRYOUTS

Section 1: UNRESTRICTED

- a) The “Seasonal Year” means the soccer year which begins **September 1 – August 31**; the state thirty-day open tryout window will start directly after the completion of the Alaska State Cup Tournament.
- b) Open tryouts may only be used to form teams in the next seasonal year.
- c) Player regardless of club affiliation may participate in unrestricted open tryouts.
- d) Registered player who is selected for a new club team that will play in the next seasonal year may not train or participate with their new team until their financial obligations with the current registered club have been met.
- e) Player will not be permitted to participate with the new team until current team commitment of league play has been completed; unless player receives a written release form from the current registered club and AYSA Office.

Supplemental Tryouts: April 15 – May 15 (Transfer guidelines are to be followed)

- 1) If a player is not officially released by AYSA, they must present a completed Alaska Youth Soccer Transfer and Release form signed by the parent and releasing club. **Tryouts are considered Restricted.**

Section 2: RESTRICTED

- a) Restricted tryouts are only for a club's membership or currently non- AYSA registered players.
- b) Released players may participate in restricted tryouts. The player must present a completed approved Alaska Youth Soccer Association Transfer and Release form to be processed.
- c) Restricted tryouts are permitted any time during the seasonal year.
- d) Any tryout solicitation, advertisement or invitation must clearly state that only non- Alaska Youth Soccer Association registered players may participate.
- e) Player will not be permitted to practice or participate with the new team until the Release and Transfer form is approved by the AYSA Office and the 7-Day wait period sit has been completed. The player will only be permitted to practice with the accepting Club team during the wait period with the approval by AYSA. An exception of the 7-Day wait period may be granted with extenuating circumstances with approval by the AYSA Office.

REGISTRATION

Section 1: All Competitive players and teams must be registered with the Club Registrar under the Alaska Youth Soccer Association umbrella for the seasonal year. (September 1 – August 31)

Section 2: By submitting an approved, signed registration for processing by the Club Registrar, a player agrees to commit to the club for the seasonal year unless released by the club.

GUEST PLAYERS

Before approaching a player(s) who are not in your club affiliation and/or the player's parents regarding an opportunity to guest play or dual participate, the Director of Coaching or Club Administrator must be contacted first and informed of the intent to contact the player and/or parents. The Director of Coaching or Club Administrator has the right to grant or refuse the request. The player must be currently registered under the Alaska Youth Soccer Association umbrella and be in good standing to be eligible to guest play. The Accepting team will submit the AYSA Single Event Guest Player form to the AYSA Office for approval before the accepting team can add the player to their tournament roster and receive permission for the player to practice with the guest team prior to attending the event.

RECRUITING VIOLATIONS

Allegations of illegal recruiting are profoundly serious and must be based on fact. Using the AYSA Complaint Form detailing the alleged violation, including the rules or policies violated, all documents and witnesses supporting the allegation and a bond of \$250.00 dollars must be submitted to the Alaska Youth Soccer Association Executive Director. The bond will be refunded if the committee determines a violation has occurred and disciplinary actions imposed.

HEARING COMPLAINTS

Refer to current Alaska Youth Soccer Procedures for Disciplinary Actions and Appeals & Grievances and Complaints and Appeals, Policies and Bylaws as listed on the Alaska Youth Soccer Association (AYSA) website.

TEAM OFFICIAL

- 1st. Violation- up to \$500 fine plus suspension from participating for up to six months.
- 2nd. Violation- up to \$1000 fine plus suspension from participating for up to one year.
- 3rd. Violation- Team suspended from Alaska Youth Soccer sanctioned activities for a minimum of one year.

CLUB OFFICIAL

- 1st. Violation- up to \$1000 fine plus suspension of club from Alaska Youth Soccer for up to six months.
- 2nd. Violation- up to \$2500 fine plus suspension of club from Alaska Youth Soccer for up to one year.
- 3rd. Violation- Club suspended from Alaska Youth Soccer sanctioned activities for a minimum of one year.

RIGHT TO APPEAL

Following is the line of authority for Protest and Appeals. **Appeal fee is \$300.00.** Until this authority has been completed and/or adverse decisions rendered on the matter in question, may an individual proceed to the higher line of authority. Under no circumstances may legal counsel or use of the courts be used until this line of authority has been completed:

- a) **The Protest and Appeals Committee**
 - b) **Alaska Youth Soccer Board of Directors**
 - c) **USSF**
- Coaches shall respect the declared affiliations of all players and shall adhere to all guidelines and regulations on recruiting established by the governing bodies having oversight of their teams and leagues.
 - Teams do not transfer; players do. Coaches, team officials, parents may not use the previous clubs work product (email list, roster, media channels, and other contact info) to entice, recruit or persuade players to transfer.
 - A parent does not fall under this policy if the parent is not communicating on behalf or for the coach, team official or club administrator. Players may not be held accountable- coaches and parents have a moral obligation not to encourage their players to circumvent the system and policy.