



**UISA DISTRICT RECRUITMENT RULES AND REGULATIONS**

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## INTRODUCTION

Historically the Upper Island Soccer Association (UISA) and its member clubs have operated under strict geographic club boundaries and player movement rules. As BC Soccer (BCSA) and UISA adapt to new membership rules and regulations implemented by the Canada Soccer Association (CSA) aimed at increasing opportunity and inclusivity within the CSA player pathway UISA will be moving away from the historic boundary/"transfer" rules beginning in the 2022-2023 season. While UISA's boundary rules and regulations will not be in effect for the upcoming season it is expected that the majority of players will remain with their local club based on UISA's historical club boundaries. However, it is anticipated in an open boundary system, in which players can register for any club in the district, that players may be solicited to move from one Member Club to another Member Club. These rules and regulations are set to provide guidance and structure to this process.

It is important to note that all minors must be accompanied by a parent or legal guardian during any solicitation by a Member Club. Addressing a minor player outside the company of their parent or legal guardian may be considered "conduct likely to bring the game into disrepute," which may result in disciplinary sanctions against the soliciting Member Club. Irrespective of whether a player is an unaccompanied minor, is of legal age, or has the counsel of a parent or legal guardian, any **persistent, harassing, or unwanted** contact by anyone trying to encourage a player to change Member Clubs will be considered "conduct likely to bring the game into disrepute."

## DEFINITIONS

For the purpose of clarity, the following words shall have the following meanings throughout this document:

### Contact Period

The Period wherein communication is both possible and permissible (Open Contact Period), or impossible or impermissible (Closed Contact Period).

### Member Club

An organization that has applied for and has been granted membership in UISA granted by the UISA Board of Directors as set out in the current bylaws of the association.

### Member Club Representative

Any administrator, board member, staff member, director or contractor, technical lead, who act in the interest of a Member Club, is considered a Member Club representative.

## Recruitment

Any effort, action or solicitation of a prospective player or a prospective player's parent or legal guardian, by any member or team representative, or by any person who is representing a Member Club or teams' interests, including parents and players, to entice a player to move from one Member Club to another Member Club.

## Team Official

Any person who has been properly registered and is not under suspension, who is engaged in the role of coach, assistant coach and/or team manager for a team during the current soccer season.

## Team Representative

Any team official, player, parent, or legal guardian of a player, or relative of a player who acts in the interests of a team is considered a team representative.

## Technical Lead

Any Technical Director, technical lead, technical staff, technical trainer, or club head coach is considered a Member Club technical lead.

## MEMBER CLUB RESPONSIBILITIES

1. Member Club representatives are responsible to set the tone of what is considered appropriate and ethical, regarding team official and player movement, in an open boundary system.
2. Member Club representatives must register any contact with an outside team/club representative regarding team official or player movement during **the closed contact period** with UISA, in order to validate any such interactions.
3. Member Club representatives are considered the soccer development leaders within UISA, and therefore will be held to a higher ethical standard than other youth soccer participants. It is the responsibility of every Member Club representative that all coaches, staff and parents within their club refrain from participating in unethical recruitment practices.

## CONTACT PERIODS

The **Closed Contact Period** is the period between the first day of UISA roster registration and the day after a player's team's season has finished.

The **Open Contact Period** is the period after a player's team has finished its season in its entirety, and before the following season's first day of roster registration.

- In the event the player's team qualifies for any post-season play the Closed Contact Period is extended until:
  - The team has finished any Inter-District Cup Competitions (Island Cup/Island Invite)
  - The team has finished any Coastal Cup Competition
  - The team has finished any British Columbia Soccer Association Provincial Cup Competition.
- UISA's Roster Registration date will be set 1 week prior to the start of UISA league play\*

### **TEAM OFFICIAL MOVEMENT**

Team officials may switch Member Clubs at any point during the season.

Team officials who transfer to a new Member Club can only be registered with that Member Club provided their new Member Club team is made up from less than 20 per cent (20%) of players from that Team official's previous Member Club Team. Any player movement beyond 20 per cent (20%) will be reviewed by the UISA Discipline Committee.

***If mutually agreed upon in writing between the two (2) Member Clubs, the above restriction does not apply.*** The written agreement must be submitted to UISA prior to the team official registering with the new Member Club.

### **PLAYER MOVEMENT**

Players/parents may contact club or team officials of a new club during the Open Contact Period. Players may attend evaluations/tryouts of a new club during the Open Contact Period.

Club/team officials may contact **individual players**, during the Open Contact Period, if they do not breach the **permissible recruitment activities**.

Clubs that receive direct contact from a parent regarding open tryouts and evaluation processes are encouraged to keep the correspondence and to forward the correspondence to [upperislandsocceroffice@gmail.com](mailto:upperislandsocceroffice@gmail.com).

## PERMISSIBLE RECRUITMENT ACTIVITIES

Valid recruitment activities allowed **only** during the **Open Contact Period** include:

- Written correspondence;
- In-person contact;
- Team evaluation/ tryouts.

### A. WRITTEN CORRESPONDENCE

It is permissible for a prospective player to receive two (2) emails or mailed correspondence from a Member Club or team representative, for the purpose of recruiting the prospective player, provided that the written correspondence is at the Member Club's or team's expense and **only** during the "Open Contact Period" listed above.

- ❓ Any contact to an **individual player** through social media (Instagram, Facebook, twitter, etc.), text, or phone call by club representatives **at any time** will be considered harassment and will be considered "conduct likely to bring the game into disrepute."

### B. IN-PERSON CONTACT

Direct in-person communication between a prospective player, or a prospective player's parent or legal guardian, involving a Member Club or team representative, for the purpose of recruiting the prospective player is acceptable **only** during the "Open Contact Period" timelines listed above. The player must be accompanied by the player's parent or legal guardian for any in-person contact.

### C. TEAM EVALUATION/ TRYOUTS:

For the creation of teams for the next season, evaluations or tryouts are permitted so long as they occur during the "Open Contact Period" timelines listed above and are open to the general public and advertised through the Member Club's website. If an evaluation or tryout falls outside of the "Open Contact Period" dates listed above, the player's current Member Club President or Technical Director must give written permission for the player to attend the try out to USA.

## UNACCEPTABLE RECRUITMENT ACTIVITIES

The following recruitment activities are unacceptable **at any time**:

### A. COVERING OF EXPENSES

Providing any form of financial incentive to a prospective player, including waiving or partial waiving of fees which is not offered to the general public, is prohibited. This also includes subsidization of training camps, team gear, equipment or other related

activities unless this benefit is available to all players registered with that Member Club.

#### **B. COVERING OF TRANSPORTATION COSTS**

Providing any form of transportation services or transportation incentives to a prospective player is prohibited.

#### **C. ROSTER GUARANTEES AND TEAM PLACEMENT OFFERS**

Guarantee of team placement within programs or divisions, roster placement, starting line up status, or similar guarantees is prohibited.

#### **D. OTHER PLACEMENT INCENTIVES**

The use of professional, college, university, provincial or national level exposure incentives is prohibited.

#### **E. OTHER**

1. Initiating contact with 20 per cent (20%) or more of the players on a single team.
2. Knowingly allowing 20 per cent (20%) or more of the players on a single team to collectively initiate contact with a member representative of a new Member Club.
3. Allowing 20 per cent (20%) or more of the players on a single team to move to a new Member Club **with** a team official from their previous team.
  - a. Further, no team officials from a team which loses 20 per cent (20%) or more of its players to a different Member Club may act as a team official in any capacity for the new Member Club their former players joined.
4. Permitting 75 per cent (75%) or more of the players on a single team to join a new Member Club and continue to function as one team.
5. Attendance or invitation to a recruiting team's or Member Club's in season camp(s) or training session(s) without the expressed written consent from the player's current Member Club President, Technical Director, or registrar to the recruiting Member Club's President, Technical Director, or registrar is strictly prohibited.
6. Member Clubs should ensure proper documentation of such unsolicited activities and provide such documentation to UISA immediately.

### **SANCTIONS**

#### **A. MINIMUM RECRUITMENT SANCTIONS**

Any breach of the Recruitment Rules and Guidelines will result in the offending representative(s) being subject to the sanctions outlined in the [BCSA Judicial Code & Policies of BC Soccer](#):

#### **RULE 6 – POACHING**

Any team and/or club, which, through its responsible officers or representatives, attempts to induce a registered player of a team under the jurisdiction of BC Soccer to leave the team before the completion of the team's league, cup or provincial cup commitments, shall be deemed to have committed an offence. If the alleged offence involves two teams that are members of the same Youth District or Adult League the matter shall be addressed by that Youth District or Adult League. If the alleged offence involves two teams that are members of separate Youth Districts or Adult Leagues, the matter shall be addressed by BC Soccer's Judicial Committee.

### Sanctioning:

#### 30. Inducement and/or Poaching

- Induced, poached or attempted to induce or poach a registered player to leave their team before the end of that team's current playing season

ROLE	Touchline / Field / Administrative	Fine / Bond	1 <sup>st</sup> Offence	2 <sup>nd</sup> Offence	3 <sup>rd</sup> Offence	Egregious
Team Official	Administrative	Fine \$300 And/or Bond up to \$1000	1 to 6 months	6 to 60 months	Up to Lifetime	Up to lifetime
Association Official	Administrative	Fine \$300 And/or Bond up to \$1000	3 to 12 months	6 to 60 months	Up to Lifetime	Up to lifetime

Individual's sanctioned for recruitment are barred from:

- May not appear on the team roster or game sheet in any capacity for **any** team.
- May not be present on the team bench or technical area for any UISA events for **any** team.
- May not be present on the field of play for **any** team.
- May not be listed on any travel permit submitted through UISA for **any** team.
- May not be present in any post-season competition for **any** team.

### EXAMPLES OF RECRUITMENT

The sanctions listed above are applicable to the following circumstances:

**Example 1:** A Member Club representative/team representative INITIATES CONTACT with an individual player, who is registered with another Member Club, during the Closed Contact Period.

**OUTCOME:** The representative(s) will be subject to the minimum recruitment sanctions.

#### **Example 2:**

A Member Club representative/team representative INITIATES CONTACT with a group of players of 20 per cent (20%) or more of a team, regardless of the contact



period.

**OUTCOME:** The representative(s) will be subject to the minimum recruitment sanctions.

**Example 3:**

A group of players of 20 per cent (20%) or more of a team, regardless of the contact period, **INITIATES CONTACT** with a Member Club representative/team representative of a new Member Club.

**OUTCOME:** The team representative(s) of that group of players will be subject to the minimum recruitment sanctions.

**Example 4:**

A group of players of 20 per cent (20%) or more of a team **with** their team representative(s), regardless of the contact period, moves to a new Member Club without written agreement between the two Member Clubs.

**OUTCOME:** The team representative(s) are subject to the Minimum Recruitment Sanctions.

**Example 5:**

A Member Club has received a group of players of 20 per cent (20%) or more of a team and has continued to allow the team representative(s) of the group of players to act as team official(s) with **any** team without written agreement between the two Member Clubs.

**OUTCOME:** The technical lead(s) of the receiving Member Club are subject to the minimum recruitment sanctions.

**Example 6:**

A Member Club receives a group of players of 75 per cent (75%) or more of a team and the club permits the players to continue to function as one team without written agreement between the two Member Clubs.

**OUTCOME:** The technical lead(s) of the receiving Member Club are subject to the additional recruitment sanctions.

### **Example 7:**

A team representative who has been sanctioned for recruitment and is found to be in breach of the sanctions placed on them.

**OUTCOME:** The team representative(s) are subject to the additional recruitment sanctions.

### **RECRUITMENT REPORTING PROCEDURE**

Complaints may be filed by registered UISA player(s) (parent/guardian), team official(s) or Member Club(s) if they believe they have been subject to a breach of the Recruitment rules outlined above.

1. Complaints filed for review must be sent to the UISA office and will be forwarded onto the UISA Discipline Committee for review.
2. Complaints filed should include a minimum of the following:
  - a. Evidence of contact that shows the breach of the recruitment rules **or** an affidavit of the specific types of contact.
  - b. Evidence can include screen shots of text messages/phone calls, copies of emails, photos or other communication.
  - c. Evidence must include details of the origins, author, date and recipients of contact or other details that permit authentication of the evidence.
3. Complaints filed can be kept confidential to the best extent possible, at the request of the complainant, if they provide a written statement as to the reason for their request for anonymity.
4. The accused Member Club or individual shall remain in good standing until the decision of the UISA Discipline Committee has been reached.

In the event that any breach to the recruitment rules is identified by the UISA Discipline Committee, the offending individual(s) may be penalized under current Judicial Code & Policies of BC Soccer regarding "Conduct Unbecoming and/or Disrepute.