

8 – Recruitment

Recruitment of players is defined as any effort to induce a registered player of any team under the jurisdiction of this association to transfer from their team to a new team. Recruiting is any action or statement, made by any team official, as defined either verbally or in writing that encourages or entices a player to register with a particular coach, team, club and/or organization. Recruitment of players by coaches or team officials, officers or representatives is prohibited with the defined exceptions:

1. Any recruitment of players 14U and younger is prohibited and illegal. There is no acceptable window of time where the recruitment of players 14U and younger is allowed. The time period between the first Monday after State until July 31 is NOT an acceptable recruiting window for 14U and younger age groups.
2. Recruitment of all boys players 15U and older will only be allowed between the first Monday after State Cup Finals, until July 31. If the player being recruited is on a team involved in USYS and/or Presidents Cup Regional play, or the National Championship of either event, then an additional three (3) weeks will be added to the recruitment time.
3. If a team participating in USYS and/or Presidents Cup Regionals is not actively recruiting or is not involved with the try out process, teams cannot recruit their players.
4. After July 31 (or the additional three (3) week period due to Regional competition), recruiting is prohibited and illegal.
5. Recruitment of all girls players 15U and older will only be allowed between January 1st and July 31st. If the player being recruited is on a team involved in USYS and/or Presidents Cup Regional play, or the National Championship of either event, then an additional three (3) weeks will be added to the recruitment time.
6. If a team participating in USYS and/or Presidents Cup Regionals is actively recruiting or is involved with the try out process, any team can recruit their players.

Team Officials guilty of illegal recruitment shall be dealt with by NCYSA Discipline and Appeals.

8-A – Guidelines for Recruiting

1. Team representatives include parents and players.
2. Definition of recruiting will include but shall not be limited by the following:
 - a. A player participating in any type of unauthorized practice or try out with a team other than the one the player is currently registered. *This restriction will not apply for a player who freely chooses to try out for another team during appropriate open window for recruitment.*
 - b. An offer or promise of college scholarships, free uniforms, discounted team fees, and/or negative statements which could affect the decision of a player regarding choice of teams.
 - c. Guest players must have a signed authorization (Guest Player Roster) from their current teams coach to participate in practices, camps, or games with another team. The coach of the team in which the guest player is playing, is responsible for the proper completion of this form or risk being found guilty of recruiting.

8-B – The Following are Generally Considered as Acceptable

Pre-Try Out Meetings

- General Public Announcement
- Direct Communication with current registered players within their own Association

Pre-Try Out Workouts/Camps

- Open to anyone not NCYSA Registered
- Open to Registered players within their own Association
- Open to Registered players outside their own Association, with permission from Association currently registered with (Guest Player Roster)

Handouts

- Handouts that are provided for ALL kids in a school
- Handouts located in sporting goods or soccer stores
- Ad in a local paper
- Ad on local television

Public Announcements

- Mass email to registered players within their own Association
- Email to kids not registered to any NCYSA Member Association
- Mass communication that does not target any one player or group of players will not be considered recruiting. Example – YMCA seeking membership with NCYSA sends a mass email to their Y membership (which may or may not include households of registered players with another NCYSA member) to announce an upcoming soccer camp, or announce an open house event to share their iplan for soccer should they become a member. This will not be considered recruiting.
- Any communication/email sent by a member association to its current registered families/households announcing try outs, promoting the virtues of said association, etc., will not be considered recruiting.
- A coach with Association “A” announces at the end of the season that they are leaving and moving to Association “B” to coach the next year, will not in and of itself be deemed as recruiting. Anything more than this simple announcement could be an infraction of the NCYSA recruiting rules.
- Association announces their slate of coaches for the upcoming year prior to the open period for NCYSA try outs will be deemed as recruiting.
- Associations who purchase a commercial database/ mailing list from a marketing firm or similar entity for the purpose of sending public notices about their association, open houses, announcing try outs, or general information will not be deemed as recruiting, should it be determined after the distribution that the list included households of children that are registered with a different NCYSA Association.
- Associations sending email notices to households of their current registered players will not be deemed as recruiting if the household also has a child registered with another NCYSA Member Association.

8-C – The Following are Generally Considered Not Acceptable

Public Announcements

- Email targeted to specific kids registered to other Associations
- Use of database for email/mail where there is a reasonable expectation that said database includes names of individuals that are registered with a different NCYSA Member Association. (Note: this does NOT apply to purchased, commercial databases.)

Handouts

- Handouts for PE classes only
- Handouts given to middle school and/or high school soccer coaches for them to give out to their players
- Middle school or high school coach that coaches with an NCYSA member cannot provide handouts or encourage their school players to try out with any specific Association
- Direct contact of any kind, at any time (includes enticement or encouragement to change Associations) with any 15U and older player currently registered with another association except during open recruiting period
- Allowing any player currently registered to a different association to participate in team training without a Guest Player Roster being properly executed.

General Statements

- Associations who knowingly help their staff or other adults affiliated with same association facilitate efforts to intentionally recruit players from other associations will be held accountable for recruiting.
- Association having no prior knowledge, will generally not be held accountable for the actions of the association staff or affiliated adults who chose to knowingly or unknowingly engage in improper recruiting of players from other NCYSA Member Associations. This includes, but is not limited to individuals that are paid, serving in an official capacity or not serving in an official capacity.
- Associations can be held accountable where they have initiated, and or are aware of unacceptable conduct as it relates to recruiting which could result in a violation of the NCYSA Recruiting Policy.
- Anyone affiliated with an NCYSA Member Association that conducts training camps during the seasonal year must receive from players attending the camp (who are affiliated with other NCYSA Member Associations), a properly executed Guest Player Roster.
- Anyone affiliated with an NCYSA Member Association that conducts private training or operates a public training business may train players from other associations, but the instructor must not use the opportunity to encourage players to try out for any particular association, especially the one the instructor is affiliated with.

Violations of the NCYSA Recruiting Policy are not limited to those addressed above. Sanctions for illegal recruiting can include, but not limited to: probation, suspensions, loss of state cup competition, creating education pieces on recruiting and presenting to NCYSA peers at various NCYSA events and/or meetings, and possible fines for Member Associations found guilty of illegal recruiting.