BAY AREA YOUTH SOCCER ASSOCIATION
HANDBOOK 2026-27 SEASON

BAY AREA YOUTH SOCCER ASSOCIATION

www.baysa.org

STYSA CODE OF ETHICS

PARENT'S CODE OF ETHICS

Preamble
As a parent I play a special role in contributing to the needs and development of children. Through my encouragement and good example, I can help assure that all the boys and girls learn good sportsmanship, and self-discipline. In soccer young people learn to work together, to sacrifice for the good of the team, to enjoy winning and deal appropriately with defeat – all while becoming physically fit and healthy. Best of all, they have fun.

Support Your Child
Support your child by giving encouragement and showing interest in their team is very important. Help my child work toward skill improvement and good sportsmanship in every game. Teach my child that hard work and an honest effort are often more important than victory – that way your child will always be a winner despite the outcome of the game!

Always Be Positive
Parents serve as role models for their children. Become aware of this and work to be a positive role model. Applaud good plays by your child's team as well as good plays by the opposing team. Support all efforts to remove verbal and physical abuse from youth sports activities.

Remember That Your Child Wants to Have Fun
Remember that your child is the one playing soccer, not you. It's very important to let children establish their own goals – to play the game for themselves. Take care not to impose your own standards and goals on them. Children play for the fun of playing.

Reinforce Positive Behavior
Positive reinforcement is the best way to help your child achieves their goals and their natural fear of failure. Nobody likes to make mistakes. If your child does make one, remember it's all part of learning, so encourage your child's efforts and point out the good things your child accomplished.

Don't Be a Sideline Coach or Ref
Coaches and referees are usually parents just like you and they volunteer their time to help make your child's youth soccer experience a positive one. They need your support too. That means refraining from coaching or refereeing from the sidelines. As a volunteer organization, there's usually always an opportunity for you to take your interest in coaching or refereeing to the next level and become one yourself!

PLAYER'S CODE OF ETHICS

I will play soccer for the enjoyment of game. I will show respect to all involved in the game:

(a) Referees
(b) Coaches
(c) Parents and spectators

And most of all to the players, both on my team and the opposing team, for without the other players, the game would not be played.
I will conduct myself with dignity and obey the laws of the game.

COACH'S CODE OF ETHICS

I coach because I want to help young people mature into well adjusted, productive adults with strong character and because I want these young people to get a proper exposure to the fun and exciting game of soccer. In short, I want them to enjoy soccer and sport and to grow up well.

(a) My actions and personal manner will be a good example for young people to follow.
- I will treat all players, coaches, administrators, parents and referees with the respect and courtesy I desire for myself.
- Any dissatisfaction I want to express will be stated in a private forum and in a restrained and civil manner.
- I will respect and honor the beliefs and sensitivities of all players, coaches, parents, administrators, and referees.

(b) No matter how selected, I recognize that all players on my team have value, both as players and as a person.
- If I select players for a competitive or select team, I will do so recognizing that players are on the team to play, not to watch.
- If I am assigned players for a recreational team, I recognize that all signed up to play and have fun and, except for health or disciplinary reasons, I am committed to playing each player more than fifty percent of the game and in a manner that seems fair to all players and parents.
- As a coach it is not appropriate for me to teach the players that "life is not fair"; they will learn enough of that on their own. My job is to make the soccer part of their life as fair as possible, no matter what the level of competition.

(c) I will be prepared for each game and practice.
- For practices I will have a practice plan that efficiently uses the time available and teaches the players important skills and strategies for the game of soccer.
- For games I will have a game plan that will utilize the talents of all my players to the utmost while insuring that each player feels needed and respected.

(d) I will be an encourager, not a discourager.

(e) I will follow all the Laws of the Game and will abide by all the administrative procedures of my Club, local association, South Texas Youth Soccer Association, United States Youth Soccer, and the United States Soccer Federation.

(f) I will do my best to make soccer the fun game for all.

CONFLICTS OF INTEREST

Conflicts of interest arise when one expects some consideration not specifically deserved and not generally available to others in an area of special interest. Special interest does not in and of itself indicate a conflict of interest. If one profits from the special interest situation, but in a way for others to also benefit, there may not be a conflict of interest. The conflict of interest occurs when one individual, or a select group of individuals, profits from the special interest situation in a way not deserved and not available to others, and possibly to the detriment of others.

Areas of special interest for volunteers in youth sports organizations, such as the local soccer Club, include treatment and promotion of

- The volunteer's own child
- The volunteer's team, or the team on which the volunteer's child plays
- The volunteer's Club
- The volunteer should endeavor to avoid all reasonable appearances of conflict.

Such instances of potential conflict certainly include, but are not limited to

- Promotion of a single player at the expense of others
- Promotion of one team or Club to the detriment of others and not based on fair play competition.

Possible inappropriate inducements include monetary or other valuable gifts, special treatment, and other possible considerations. The volunteer coach could unfairly promote his or her own child. The administrator can put his or her child on a team in violation of Club rules and regulations. The referee assignor can give the best referees to favored teams and the worst to teams he or she dislikes.

The motto "The Game for All Kids" should be helpful in sorting through potential conflicts of interest. This is not the game for coaches, for trainers, for promoters, for profit, etc.; it is "the game for all kids."

Adopted as STYSA Policy by the STYSA Governing Board, July 21, 2002.

WELCOME TO BAYSA

The Bay Area Youth Soccer Association (BAYSA) is a member association of the South Texas Youth Soccer Association (STYSA) and resides in its Eastern District. BAYSA manages the competition and gaming of teams in developmental, recreational, and competitive divisions for its Clubs. The BAYSA Executive Board is available to assist Clubs in these efforts; however, we ask you utilize resources within your own Club before seeking assistance from the home association. We suggest:

- Contact your home Club officer.
- Club officer contact Club president, if needed.
- Club president then contacts appropriate BAYSA officer.

Parents, coaches, and others should contact their own Club officers for assistance, In any case, please remember that no soccer business should be conducted before 9:00 a.m. or after 9:00 p.m. regardless of the urgency, and as a courtesy, no contacts should be made to a work place. Our association and Club officers are volunteers who generously give their time and expertise to support our youth soccer program.

This handbook is not intended to be exclusive; rather, it should be used as a supplement. We try to keep the information timely and accurate, but, there may be delays between official publication of the materials from the state, national, or other related associations and/or offices, and its appearance or modification in the *BAYSA Handbook*. As a reminder, published schedules and calendars are subject to change.

US Youth Soccer…The Game for ALL Kids! ®

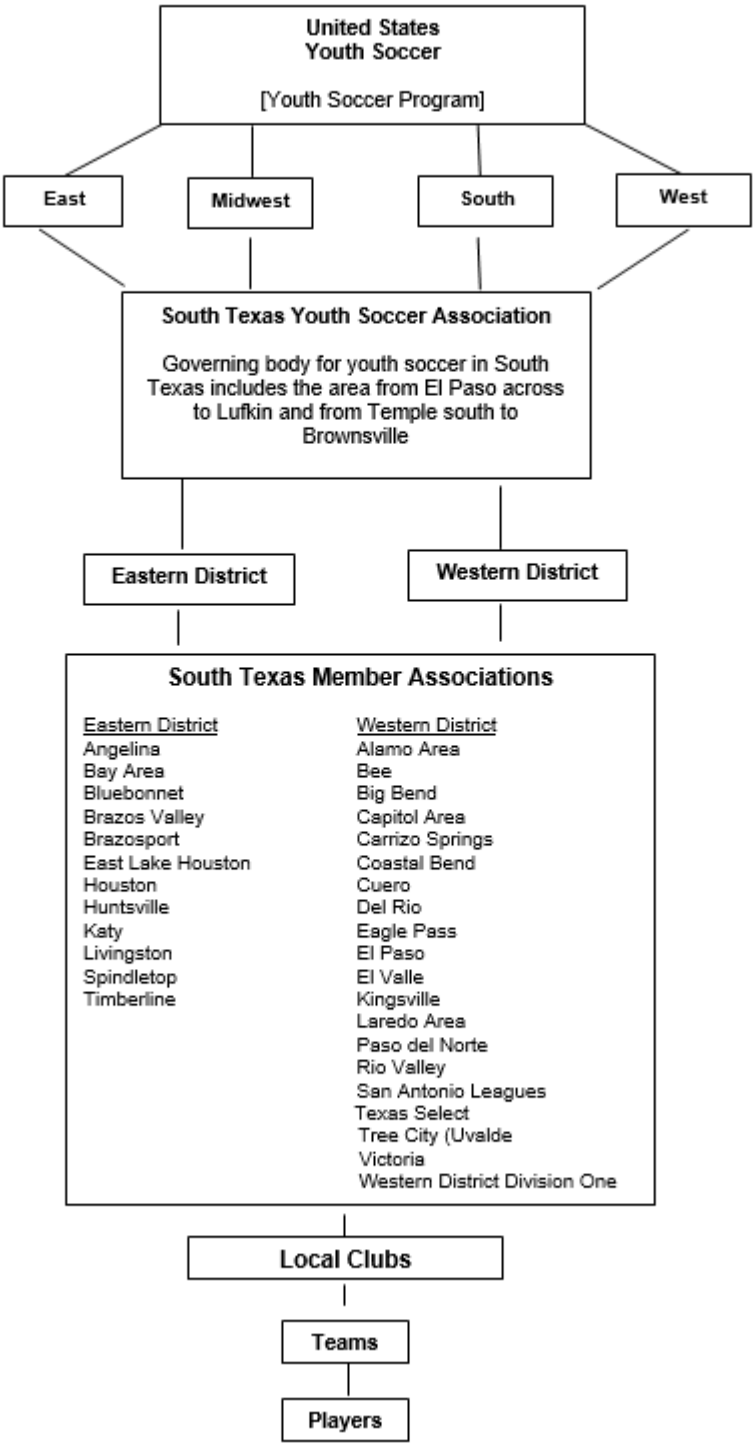
ZERO TOLERANCE OF SIDELINE MISCONDUCT AND REFEREE ABUSE

BAYSA has adopted a **zero tolerance of sideline misconduct and referee abuse** for spectators. Referees will stop the game, bring both coaches together, and give them a warning for spectator misconduct and abuse. The second time this occurs, referee will end the game. Coaches need to take responsibility and be accountable for management and control of sideline behavior. Referees will need to document concerns and issues so the association's D&P can address problem areas. Referee assault (verbal or physical) could result in a ban from soccer.

BAYSA WEBSITE

The BAYSA website is located at *www.baysa.org*. This website brings together Association information on administration, the calendar, the *BAYSA Handbook*; links to local, state, and national soccer interests; maps, skills, and forms.

US YOUTH SOCCER
SOUTH TEXAS YOUTH SOCCER



BAYSA OFFICERS AND CLUBS

BAYSA OFFICERS 2023

Thomas Morrow	President	Tkmorrow1@comcast.net
Donald Hood	Executive Vice President	Donaldsoccer1@gmail.com
Shirley McGraw	Registrar	shirleysoccer@gmail.com
Rich Newell	Treasurer	rdnewell2@auspex-inc.com
Open	Secretary	
Sayed Naser	Scheduler	Srn2004@sbcglobal.net
Lindsay Hood	Scorekeeper	Lindsayann0050@gmail.com
Ben Bratton	Tournament/Playoff Coordinator	Mdpowell96@comcast.net
Dave Smith	Discipline & Protest, Chair*	davestexas@yahoo.com
Rich Newell	Player Grant, Chair*	Rdnewell2@auspex-inc.com
Shirley McGraw	Risk Management/Insurance	shirleysoccer@gmail.com
Sam Ghalayini	Referee Director*	s-assignor@earthlink.net
Tom Bruchmiller	Referee Paymaster*	tbruchmiller@gmail.com

*appointed

BAYSA CLUBS

ALVIN YOUTH SOCCER CLUB
www.alvinsoccer.com

Enrique Garza	President	enrique1031@yahoo.com
Jennifer Stillman	Registrar	jhollystillman@gmail.com

GALVESTON COUNTY YOUTH SOCCER
www.gcysoccer.org/web

Christopher Patterson	President	president@gcysoccer.org
Danielle Patterson	Registrar	registrar@gcysoccer.org

HTX SOCCER CLUB SOUTH
www.htxsoccer.com

Dave Smith	President	davestexas@yahoo.com
Michelle Rich	Administrator	mrich@dynamodashyouth.com

NORTH CHANNEL INTERNATIONAL SOCCER CLUB
https://tshq.bluesombrero.com/northchannel

Roberto Guzman	President	Roberto12guz@yahoo.com
Vacant	Registrar	

QUEST YOUTH SOCCER CLUB
www.questysc.com

Scott Sotelo	President	ssotelo@gmail.com
Cody Allen	Registrar	Word20211@yahoo.com

SANTA FE YOUTH SOCCER CLUBS
https://santafeyouthsoccer.com/

Chris Dorsey	President	chrischrissf@yahoo.com
Martin Briones	Registrar	Briones.martin@yahoo.com

SOCCER CENTRO
http://www.soccercentro.com/

Javier Cuellar	President	jcuellar@launidadsoccer.com
Robert Garcia	Registrar	robertgarcia@soccercentro.com

SOUTH BELT YOUTH SOCCER CLUB
www.southbeltsoccer.org

Alex Dokhani	President	president@southbeltsoccer.org
Marisa Martinez	Registrar	southbeltsoccermm@gmail.com

UNITED PEARLAND SOCCER CLUB
https://www.monartsoccerclub.com/

	President	
Sharah Puente	Registrar	Prnscis3327@yahoo.com
Maritza Villeda	Registrar	Mar.lynn14@gmail.com
Julia Clemons	Registrar	Julie.clemons17@gmail.com

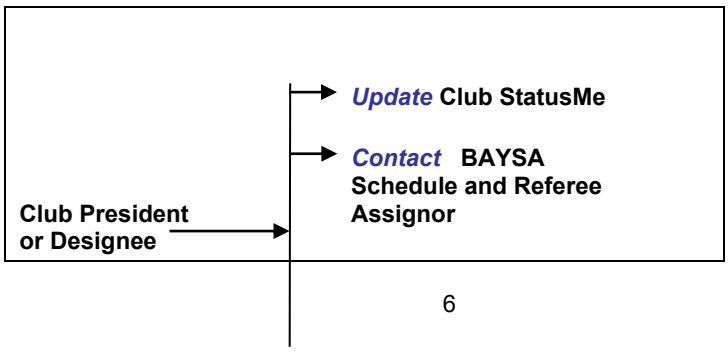
CLUB UNIFORM JERSEY COLORS

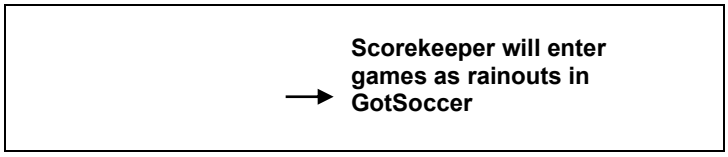
Alvin	Orange/Black (boys); Pink/Black (girls)
Galveston County	Yellow/White
HTX Soccer	Black/White
North Channel	Red/White
Quest	Neon Yellow/Royal (Home); Royal/Royal (Away)
Santa Fe	Green/Gold/White
Soccer Centro	Blue/Red/White
South Belt	Teal/Silver/Black
United Pearland	Red/White

FIELD CLOSURES AND RAINOUTS

Each member Club controls the use of fields within their boundaries. Only the Club president (or designated board member) can close Club fields before the start of regularly scheduled BAYSA game times. If a significant number of BAYSA member Clubs close all fields, the BAYSA Executive Board will evaluate whether to cancel the entire Association's weekend game schedule. Finally, if there is an impending weather threat or condition that would affect the entire BAYSA area, the BAYSA Board of Directors has the authority to announce a complete shutdown of the entire Association's weekend game schedule. If BAYSA finds it necessary to cancel the entire weekend's schedule, each Club president will be notified to inform his/her Club's coaches by a BAYSA Executive Board member.

Rainouts: Update the Statusme.com as soon as possible. Immediately contact the BAYSA Scheduler and the Referee Assignor.




Scorekeeper will enter games as rainouts in GotSoccer

BAY AREA YOUTH SOCCER ASSOCIATION
CONSTITUTION

ARTICLE I. NAME

The name shall be the Bay Area Youth Soccer Association (BAYSA); (herein after called the Association).

ARTICLE II. PURPOSE

It shall be the purpose of the Association to teach good sportsmanship, promote physical health, and develop and promote the game of soccer among youth participants and adult sponsors within the area of jurisdiction of the Association. In furtherance of this purpose, the Association shall sponsor, organize, and govern regularly scheduled games among its members and shall be a non-profit organization. The Association shall be subject to the rules presented in this Constitution, By-laws, and Rules of Competition.

ARTICLE III. AFFILIATION AND JURISDICTION

The Association and its member Clubs shall affiliate and comply with the authority of the United States Soccer Federation and its affiliated youth programs.

BAYSA shall have jurisdiction over its members that reside within the bay area of southeast Texas. This generally includes, without limitation, the Texas counties of Harris and Galveston. (Rev. 01/25/25)

ARTICLE IV. MEMBERSHIP AND VOTING RIGHTS

The Association shall be composed of member organizations (herein after called Clubs). The requirements for and composition of Member Clubs shall be as follows: (Rev. 01/25/25)

Section A. Name

Each Club shall adopt an official name and register this name with the Association. Names of Clubs shall be sufficiently different from the Association's name to preclude confusion.

Section B. Agreement to Abide by Association Rules and Regulations

Each Club shall agree to abide by Association rules and regulations in effect at the time of application for membership or as subsequently adopted by the Association.

Section C. Team Participation

Each Club shall strive to field teams in all divisions of play, both boys and girls soccer. A Club must maintain a minimum of six teams to be a member of the Association. A minimum of three teams shall be required for admission to membership in the Association and such membership shall be considered probationary for a period of two years. If at the end of the probationary period, the team participants has not increased to and/or maintained six teams, the Club shall be asked to withdraw or to combine with an existing Club until such time as it can meet the six team requirement. (Rev. 01/25/25)

Section D. Association Representative and Alternate(s)
Each Club shall provide in writing the names of its representatives and alternate or alternates to the Association. This notification shall be filed with the Association's secretary and is effective at the date filed, or at a later date if so stated in the notification. Notifications shall remain in effect until cancelled by the Club. Notifications shall state order of services for alternates if more than one alternate is named.

Section E. Club Constitution and By-laws
Each Club shall adopt a Club constitution and by-laws and file with the secretary of the Association. Changes and/or revisions to the Club constitution must be filed with the secretary of the Association. This constitution must contain sections providing for tax-exempt status for IRS and state sales tax as specified by the Association and appropriate statutes.

Section F: New Clubs
Any Club wishing to become a member of the Association must make application for membership by March 1 annually and must meet all the requirements of member Clubs. The new club application must be proposed or seconded by a current club member of the Association in good standing. BAYSA shall review a potential new club's budget for the upcoming year showing their ability to pay all required fees and expenses, that budget must be considered reasonable by BAYSA Executive Board in order for membership to be approved. (Rev. 7/29/23 and 1/25/25)

Section G. Division and Dissolution of Member Clubs
Any Club wishing to divide itself into two or more Clubs may do so provided that the new Club meets the provisions of this part of the constitution. The new Club will be admitted to membership in the Association upon approval of their application and presentation to the Association that all requirements have been met. Generally, such divisions of an existing Club should not require one of the new Clubs to be placed in probationary status because of team participation (number of teams). Any Club wishing to be dissolved shall apply to the Association, which shall make appropriate arrangements for disposition of the Club's funds, satisfaction for unpaid financial obligations, and arrangements for teams and registered players. (Rev. 01/25/25)

Section H. Voting Rights
Each member Club shall be entitled to one voting representation for every five hundred (500), and fraction thereof, duly registered and paid-in-full youth members on July 31 of the previous seasonal year not to exceed seven (7) votes. Proxy voting shall not be allowed. No member Club will have any voting rights at a monthly BAYSA meeting if the said club is sixty (60) days overdue on an unpaid balance. (Rev. 7/29/23)

Section I. Good Standing
Any Club that: 1) fails to cast all votes to which it is entitled for two (2) consecutive BAYSA meetings; or 2) is delinquent over sixty (60) days in the payment to BAYSA of any registration fees, fines or other fees; or 3) fails or refuses to comply with the authority of BAYSA and/or STYSA, shall be considered to lose good standing and shall have its voting rights automatically suspended until such rights are reinstated by a simple majority vote of the member Clubs. No Club, team or individual registered with a member Club not in good standing as a result of 2) or 3) above shall be allowed to participate in any competition sponsored by BAYSA or STYSA.

ARTICLE V. OFFICERS AND ELECTIONS

The officers of the Association shall be a president, executive vice president, registrar, secretary, treasurer, scheduler, scorekeeper, and tournament/playoff coordinator. These officers shall comprise the board of directors of the Association and are authorized to represent the Association between Association meetings. The officers shall serve from June 1 until the election and qualification of their successors. Duties of the officers shall be as provided for in the by-laws. When a vacancy occurs in any office of the Association except the office of president, the president shall nominate a person to fill the vacancy, and the nomination approved by the Association at its next regular meeting. Should the Association fail to approve the nomination, the president shall select again, and the process shall continue until a successor satisfactory to the Association has been confirmed. When the office of the president becomes vacant, the executive vice president shall succeed to the office of president, and the vacancy of executive vice president shall be filled as above. Election of the officers of the Association shall take place at the April meeting of the Association. The officers will be elected for a two-year term as follows:

During even numbered years:
1. Executive Vice President
2. Secretary
3. Scheduler
4. Scorekeeper

During odd numbered years:
1. President
2. Registrar
3. Treasurer
4. Tournament/Playoff Coordinator

The term of office shall be two (2) years effective June 1. All voting requirements including quorum shall apply at each election.

The Member Club Representatives shall have the power to recall any officer of BAYSA. This power may be exercised at any regular or properly called special meeting of the BAYSA Member Club Representatives. A recall motion must be adopted by at least 2/3 of the Member Clubs (one vote per Club) in good standing. (Rev. 2/11)

ARTICLE VI. SEASONAL AND FISCAL YEAR

The seasonal year shall be the same as for the US Youth Soccer. The Association's fiscal year will be June 1 to May 31. The initial budget and proposed fees will be presented at the March meeting.

ARTICLE VII. MEETINGS

The Association shall meet regularly monthly from September through May. Meetings during June, July, and August shall be at the discretion of the president.

Section A. Regular Meetings

Regular meetings shall be scheduled at a regular time and place made known to each of the member Clubs. No notice of regular meetings shall be required unless a change of time or place is required.

Section B. Special Meetings
Special meetings may be called by the president. Sufficient notice shall be given so that member Clubs may attend. The special meeting shall take up only the specified business for which the meeting is called. Changes to the constitution or the by-laws shall require written notice to the member Clubs whether to be acted on at a regular or special meeting. The president is directed that a written request of a quorum of membership Clubs calling for a special meeting be honored in a timely manner.

Section C. Quorum Requirements
Any regular or special meetings shall require a quorum of at least half of the member Clubs.

Section D. Voting
Voting rights at regular and special meetings shall be defined in Article IV. Section H.

Section E. Club Representatives
Each Club shall designate at the beginning of each meeting, the voting representatives and alternates present. Only those representatives listed shall vote at the Association meeting or shall move or second motions. Alternates may participate in discussion.

Section F. Minutes of Meeting
The secretary shall record minutes of each regular or special meeting, and shall reproduce copies of these minutes for distribution to each member Club at or before the next regular meeting. Such minutes shall be offered by the secretary and any corrections, additions, and/or deletions shall be made before acceptance by the member Clubs. A complete set of minutes of each meeting shall be preserved by the secretary as part of the Association's records.

Section G. Order of Business
The normal order of regular business meetings for the Association shall be as follows unless a change is moved and approved by the members: Roll Call of Clubs, Minutes of the Previous Meeting, Communications, Report of Treasurer, Report of Committees, Delegates Reports, Special Reports, Unfinished Business, New Business, and Adjournment.

Section H. Attendance at Association Meetings
Club Representatives and Association officers are expected to be regular in attendance at Association meetings. The secretary of the Association shall notify any member Club when its representative or alternate fails to be present at two consecutive meetings.

Section I. Rules of Procedures
Robert's Rules of Order (current edition) shall apply to the conduct of all Association business at regular or special meetings.

ARTICLE VIII. AMENDMENTS

The constitution and by-laws of the Association may be amended, altered, or repealed by two-thirds majority of the total representative votes of the member Clubs (not a two-thirds meeting quorum). Each Club must be given written notice of the proposed changes fourteen (14) days prior to the meeting at which the changes are to be considered. Any additional changes proposed at the meeting must be deferred until the next regular

meeting of the Association if any Club Representative present so requests, for the purpose of determine the will of his or her member Club on the additional issue(s).

The Rules of Competition of the Association may be amended by a two-thirds majority of a quorum of voting members present at an Association meeting. Each Club must be given written notice of the proposed changes seven (7) days prior to the meeting at which the changes are to be considered. Any additional changes proposed at the meeting must be deferred until the next regular meeting of the Association if so requested by any Club-voting representative present at the meeting.

ARTICLE IX. SUCCESSION AND DISSOLUTION

At any time when an amended constitution, by-laws, and/or rules of competition are adopted by BAYSA, they shall supersede all previous constitutions, by-laws, and/or enactments of BAYSA. If new Clubs are admitted to membership, they shall be entitled to one vote from the time of admission until the next January 1 when their voting strengths shall be determined under Article IV, Section H. In the event the Association is dissolved or ceases to function; the directors shall make provisions to cover payments of all of the Association's liabilities. Assets of the Association shall then be disposed to cover these liabilities and the balance then disbursed to such organizations as have already been established exclusively for charitable, educational, religious, or scientific purposes.

BAY AREA YOUTH SOCCER ASSOCIATION
BY-LAWS

ARTICLE I. FUNCTIONS AND AUTHORITY OF BAYSA

The Association shall exercise the functions set forth in this article and shall have such authority as is set forth in the constitution, and/or by-laws or which may be added to this constitution and/or by-laws by member Clubs. All functions not delineated in this constitution and/or by-laws or specified by state or national soccer organizations to which this Association is subject shall remain with the member Clubs.

The Association shall be the parent organization for the member Clubs. The Association shall establish requirements for memberships in the Association, admit new Clubs to the Association, and assist its members or other groups wishing to become soccer Clubs. The Association shall have the jurisdiction over all officials, teams, referees, and players affiliated with it.

The Association shall provide an umbrella for member Clubs in meeting requirements for tax-exempt status (IRS) and for obtaining exempt-status for Texas sales tax purchases.

The scheduling of regular season play shall be accomplished by the Association, as well as make-up games, replay of disputed games, etc.

Competition, exhibition, or practice games with teams outside the Association shall be sanctioned through the Association. Competition, exhibition, or practice games with teams within the Association may be arranged by the member Clubs so long as such games do not interfere or impact regular season play or sanctioned tournaments.

The Association shall register all players, and provide for any higher level or registration at state or national levels.

The Association shall contract for player insurance and for liability insurance for officers, coaches, and officials of the Association and member Clubs.

The Association shall have the authority, unless superseded by US Youth Soccer or STYSA, to settle all disputes between member Clubs, to discipline players or coaches or officials of the Association, or to take appropriate action against member Clubs found in violation of Association rules and regulations.

The Association shall also represent any member Club in disputes with Clubs or teams from other associations with STYSA.

The Association shall have the authority to levy fees on member Clubs.

ARTICLE II. DUTIES OF THE OFFICERS

Duties of the President shall be to preside at all meetings of the Association and to serve as the general manager of BAYSA. The president, with the consent of members, shall appoint such committees and appoint such delegates as may be required for the proper operation of BAYSA.

Duties of the Executive Vice President shall be to act in the absence of the president with the
same duties, powers and authority. He/she shall act as coordinator for all BAYSA committees and handle all BAYSA administrative tasks assigned to him/her by the president. (Rev. 10/11)

Duties of the Registrar shall be to act in the absence of the president, executive vice president with the same duties, powers and authority. He/she shall maintain records of all BAYSA duly registered players and verify that BAYSA teams remain within compliance of all STYSA/US Youth Soccer rules. He/she will conduct all activities deemed appropriate to develop coaching abilities among member Clubs, and coordinate risk management for adult volunteers.

Duties of the Secretary shall be to keep records and minutes of all BAYSA meetings, give notice of all such meetings as required, have general custody of all records of BAYSA, and attend to all correspondence of BAYSA.

Duties of the Treasurer shall be to receive and account for all of the funds of BAYSA and regularly give a detailed account of income and expenditures to the members. He/she shall serve as Chair of the Budget Committee and prepare for a summary report for the preceding twelve (12) months and a recommended BAYSA Operating Budget for the coming twelve (12) months annually in March to be voted on at the April meeting. (Rev. 7/29/23).

Duties of the Scheduler shall be to preside over the annual pre-season scheduling meeting(s) and to prepare the BAYSA regular and post-season competition schedules for age groups. He/she may appoint a vice-chair as required to facilitate an orderly and rapid scheduling activity. (March 2009)

Duties of the Scorekeeper shall be to maintain the records of all BAYSA competitions (regular and post-season) and regularly distribute game results and team standings to BAYSA officers and Club presidents. The scorekeeper will also distribute a list of all teams advancing to BAYSA, STYSA, district, and state playoff games.

Duties of the Tournament/Playoff Coordinator shall be to coordinate all BAYSA playoffs and STYSA playoffs within BAYSA. He/She shall be the person to make sure all paperwork is properly submitted to STYSA in the appropriate time limit after tournaments are held by BAYSA Clubs.

ARTICLE III. BOARD POWERS AND ADMINISTRATION

The Board of Directors shall transact all business of the Association and shall have the power to enforce the constitution, by-laws, and/or rules of competition of the Association, STYSA, and US Youth Soccer. It shall have the power to settle all disputes, appeals, and protests on behalf of the Association.

ARTICLE IV. QUORUM

A majority of eligible board members in good standing shall constitute a quorum at board meetings. A majority of eligible voting members in good standing shall constitute a quorum at any meeting of the Association and shall decide all questions except those involving amendments to the constitution or by-laws.

ARTICLE V. FINANCES

The Association shall administer its own budget, formulated by the treasurer and approved by the board and Association members. The Association shall pay fees to STYSA to cover registration expenses and insurance costs. In addition:

A. Assessment on Member Clubs

The Association shall have the authority to determine appropriate assessments on member Clubs to permit the Association to carry out its functions. Assessments will cover such items as: state and national registration fees for youth players; office expenses which may be authorized by the member Clubs; publicity and public relation expenses for promotion of soccer and Association activities; equipment furnished by the Association; trophies and awards; and liability insurance for officers, coaches, and officials of the Association and member Clubs. Assessments shall be on a per capita basis via number of registered players. Generally, the Association assessment shall be determined prior to registration, collected at the time of registration, and due when the registrations.

B. Non-Profit Status of Association

The Association shall obtain and maintain non-profit status with the Internal Revenue Service and obtain this status in such a manner that member Clubs are also covered.

C. Exempt Status for Texas Sales Tax

The Association shall obtain and maintain exempt status from Texas sales tax and obtain this status in such a manner that member Clubs are also covered.

D. Independent Audit

The Association shall arrange for an independent audit of the Association's books and funds each year.

E. Bonding of Association Officers

Officers of the Association who are authorized to collect and disburse funds may be bonded. Such bonding may be at the request of the individual or the Association

ARTICLE VI. FUNCTIONS OF MEMBER CLUBS

Each member Club shall exercise the following functions:

A. Registration of Players

Each Club is responsible for recruiting and registering players. Such registration periods shall adhere to Association rules and by-laws. The Clubs in turn shall register players with the Association, and players shall not be eligible for competition until such registration with the Association has taken place.

B Fees for Players

Each Club shall establish its own schedule of fees for its players. As a guideline, fees for players should include the fees for the Association, player insurance, and Club expenses for the year so that payment of one fee does all.

C. Payment of Association Fees and Levies by Clubs

Each member Club is responsible for payment of Association fees and levies for its players. Such fees shall be due upon receipt of the invoice. Unless a charge is in dispute, a fine will be levied at five percent (5%) for all sixty (60) day past due accounts. (Rev. 7/29/23)

D. Playing Fields and Equipment

Each member Club is responsible for providing sufficient playing fields of the required sizes to support home teams scheduling for its own teams. The Clubs shall be responsible for goals, nets, corner flags, and marking of the fields to meet the Association standards.

E. Conduct of Players

Each member Club is expected to maintain and promote good sportsmanship and good conduct at its games. Where possible, the Club should designate spectator areas for games.

F. Uniform and Personal Equipment

Each Club shall make sure that the teams are in minimum uniform as specified by the Association.

G. Promotions, Sponsorships, and Fund Raising Projects

Each member Club may engage in promotions, solicit sponsorships for teams, and conduct funding raising projects. As a matter of policy, each member Club should confine fund raising or sponsorship drives. Promotions and fund raising projects should be reported to the Association to avoid conflicts with other Clubs and to allow the Association to benefit soccer through coordination at the Association's level. (Rev. 01/25/25)

H. Minimum Referee Requirements

It is the responsibility of each Club to promote the finding of and arrange for the certification training and registration of referees within their Club. The minimum level of active referees is one (1) active referee per three (3) U9 or above teams being coordinated by BAYSA. Club referees are not eligible for any mileage expenses for games played in that Club. (Rev. 06/12)

An active referee is defined as:

- USSF certified
- Currently registered referee who covered six or more BAYSA games in the current or previous fall or spring season
- Or new referee who is scheduled to work three or more BAYSA games.

Clubs meeting the minimum referee requirements receive the following benefits.

1. If possible, rescheduled games due to a lack of a center referee, will be at their home fields.
2. All referee mileage expenses will be covered by BAYSA. Otherwise all referee mileage expenses above $50 will be invoiced back to the Club.

ARTICLE VII. PLAY OF THE GAME

The Association Rules of Competition shall govern all matters relating to play of the game. (Rev. 6/12)

BAY AREA YOUTH SOCCER ASSOCIATION
GUIDELINES AND RULES OF COMPETITION

I. BAYSA GUIDELINES

A. BAYSA (referred to as the Association) shall publish Rules of Competition for distribution to all Member Clubs and teams, and shall be responsible for organizing, scheduling, and supervising all competitions held within its jurisdiction.

19 and under	11 and under
18 and under	10 and under
17 and under	9 and under
16 and under	8 and under
15 and under	7 and under
14 and under	6 and under
13 and under	5 and under
12 and under	4 and under

B. All competitions sponsored by the Association shall be planned and administered in cooperation with its Member Clubs and STYSA in accordance with Association, STYSA, US Youth Soccer, and US Soccer rules and regulations.

C. Playing Season
1. The BAYSA Scheduler will schedule teams for seven (7) to ten (10) matches weather permitting during the fall season.
2. A split season will be planned for 9U and 10U age divisions that will more equitably bracket competition for high–middle-low teams.
3. UIL or state rules regarding play will only apply to affected age divisions.
4. A Club is subject to a fine for any team that does not show up for a scheduled match

D. Playing Fields
1. The Association shall adopt standards for playing fields for the various divisions. Prior to the start of the season play, the Association shall inspect the playing fields of each Club and advise the Club of acceptability or deficiencies to the satisfaction of the Association before regular season play commences. Each Club is required to inspect all goal posts prior to the start of each season and submit required forms by the annual deadline. Forms are available at *www.stxsoccer.org*.
2. All Member Clubs and the Association must follow STYSA field rules and policies (Rules 6.13, 6.14, 6.16). Rev. 04/06/26)

II. REGISTRATION

A. General. All players and teams planning to participate in competition under the jurisdiction of this Association shall be registered with their Member Clubs and the Association in accordance with STYSA, US Youth Soccer, and US Soccer requirements. All players and teams officially registered with BAYSA will be registered with STYSA, a member of US Youth Soccer. Clubs shall draw members for its affiliated teams only from amateur youths. Although Clubs may hold fall and spring registrations, players may be registered only once annually.

B. Team Formation.
   1. Team formation and rostering shall be the responsibility of each Member Club participating in Association sponsored competitions. Each Member Club will determine a consistent method to be used for team formation subject to compliance with the rules and regulations of the Association. Anyone participating in Association sponsored competitions must be in good standing with the Association, STYSA, US Youth Soccer, and US Soccer.
   2. Clubs registering teams for competition in BAYSA are required to generate teams in the STYSA official registration system by a predetermined date set by the BAYSA membership. Information must be complete and include team's name, age division, and appropriate level of play for each team. Each Club is responsible for the accuracy of all information submitted.
   3. Clubs will be notified annually about the last day to add or drop a team. No team will be allowed to register for the fall season after this day.
   4. First scheduled game day will be decided by the Bay Area Youth Soccer Association membership.

C. Player Registration and Team Fees. The Association shall determine fees and registration timetable for players and teams.
   1. Clubs are responsible for all registration and team fees for participating players.
   2. BAYSA will approve the fee schedule for players and teams annually in March.
   3. Member Clubs are required to remit player and team fees to the Association through the official STYSA registration system at the time of submittal and approval into the event. Teams will not be scheduled until fees are paid. (Rev. 4/06/26)

D. Rostering. Composition of BAYSA team rosters and play format

Age	Play Format	Maximum Roster Size
5U/4U	4v4	Open
8U/7U/6U	4v4	Open
9U/10U	7v7	12 players
11U/12U – Fall	9v9	16 players
13U-19U-Fall	11 aside	22 players (only 18 in uniform at any game)
Soccer Across America	Regular	18

E. Player Guidelines for Youth Soccer
   1. All players and coaches must register with BAYSA through a BAYSA Member Club.
   2. The age of a youth soccer player shall be determined by the STYSA Age Group Play Formation Cycle. (Rev. 4/06/26)
   3. The registration year is defined as August 1 to July 31; the seasonal year is defined as September 1 to August 31. Each player shall furnish proof of age at the time of initial registration with a Member Club.
   4. BAYSA may register players in the following play levels: Division I, Division II, Division III, and Division IV, Academy 4, and Super 2.
   5. In order to develop a rec academy team and roster rec academy players, the Member Club must be annually approved for a rec academy soccer curriculum with STYSA.
   6. New Player Eligibility. A new player must be registered at least 2-weeks prior to the last regularly scheduled, regular season game and have participated in at least two regularly scheduled, regular season games with his/her respective team prior to taking part in any post-season competition. Byes are considered to be regularly scheduled, regular season games. (STYSA Rule 3.12.4)
   7. Identification Cards. Please refer to STYSA Rule 3.2.9 regarding requirements for physical and virtual players passes

8. Playing Above Age Division. Playing above age divisions is the responsibility of the local Clubs. It is strongly recommended that Clubs approve these requests cautiously. It is recommended that Clubs maintain records of written permission and authorization by parent or guardian and coach for players playing above age division.
9. Playing Down in Age. No player may play in a lower or younger age division. Presidents should contact the BAYSA Registrar for assistance with medical exemption approvals for recreational players.
10. Player Releases and Transfers. The STYSA player transfer/release form is available at *www.stxsoccer.org.* A player wishing to transfer or release from one team to another shall obtain a transfer/release form from their local Club registrar, and the completed form must be submitted to the BAYSA registrar as well as the information generated in the STYSA official registration system.

F. Player Grants (adopted July 1994; March 2006)
1. Mission. To enroll children in the Bay Area Youth Soccer Association program, who would not, due to economic restrictions, be able to begin participation in youth soccer.
2. Funding. BAYSA will, on an annual basis, allocate funds from the prior year's operating reserve for the BAYSA Player Fee Grant Program. These funds shall be approved by the BAYSA membership at a regular BAYSA membership meeting. Should the prior year's operating funds not create a reserve, BAYSA shall suspend funding for this program, until such reserve does exist.
3. Guidelines. The purpose of these guidelines is to create a mechanism to equitably and effectively distribute funds allocated for the BAYSA Player Fee Grant Program. Said funds shall not leave the treasury of BAYSA, but shall be credited to the BAYSA Member Club as partial payment towards fees due BAYSA for player registration. In the event that no funds are appropriated, Member Clubs for such funding shall submit no applications, and no credits shall be awarded by the BAYSA Executive Committee to any Member Clubs.
4. Application. BAYSA Member Clubs, in good standing, may apply to the BAYSA Executive Committee, following a review and confirmation by the Member Club, at a formal board meeting of that Club, that the player involved in the application does not have the financial capability to fund the predetermined fee to BAYSA. The Club president shall sign the application to verify board review occurred prior to filing for the grant.
5. Form of Application. The application must contain the following: (a) name of the applying Club including Club president's signature on the form, and (b) name of the player for which the grant fee is to be applied. Player grant application forms are located at *www.baysa.org.*
6. Deadline for Submission. Applications must be submitted to the BAYSA Treasurer no later than October 15 each year. Any unused grants may be used in the spring season.
7. Limitations on Applications:
   a. BAYSA Member Clubs may apply for a maximum of two and one-half (2.5%) percent of the prior year's number of registered players.
   b. BAYSA Member Clubs applying on behalf of a player whose fee would not be the maximum amount designated by BAYSA (i.e., an in-house player) will be credited for only the amount paid on that player's behalf.
8. The player grant amount is limited to the current BAYSA registration fee.

G. Participation of Non-Member Teams.
Youth soccer teams who do not belong to BAYSA Member Clubs may, with the approval of BAYSA, participate in regular season play with BAYSA teams. Teams must register through an existing BAYSA Club. (Rev. 01/25/25)

H. Club Player Pass System.

The club player pass system of play for BAYSA Division II, Division III, and Division IV (9U and 10U) levels of play is designed to maximize the development of the player by allowing players to club pass on a temporary basis on a team from the same club in the same age group as player's calendar birth year or a team from the same club in an older age group for both fall and spring play. (Rev. 4/06/26)

a. A club pass player must be officially registered to a primary team within the same club and play in the same or older age group as that determined by his or her calendar birth year. (Rev. 01/25/25)
b. A club pass player must play in the same or a higher level competition as defined in the STYSA Levels of Play, as his or her primary team. A club pass player may play down one level of competition but in the same age group or in their true age group in the case of play up, if the player is rehabilitating from a serious injury or illness. A serious injury or illness is defined as an injury or illness that required verifiable medical treatment and required the player to have not participated in games for a period of sixty (60) days or longer.
c. A club pass player may play in no more than two games in a day as a club pass player. The player may play with their primary team and on additional team as an eligible club pass player.
d. Individual penalty points will accumulate jointly for all games played (separate accumulations by team or competition will not be allowed). Penalty point suspension for the player must be served with the player's primary team and the player is ineligible to play as a club pass player until the suspension has been served. The player, coach (of both the primary and team(s) for which the player could play as a club pass player), and the coaching director of each club are responsible for monitoring and complying with STYSA's Progressive Disciplinary System.
e. All persons failing to properly monitor and comply with the club pass system rules are subject to penalty based on the STYSA Progressive Discipline System.
f. A team may have a pool of players available as club pass players not to exceed the per game limit as set forth below. A club pass player appearing in a team's player pool may not be removed during the season of play (fall or spring). A player in the team's pool may play as a club pass player for the team multiple times during the season of play (fall or spring). A player may appear in multiple team(s) pools during a season of play (fall or spring).
    (1) 13U – 19U teams – four (4) club pass players per game
    (2) 11U – 12U teams – three (3) club pass players per game
    (3) 9U – 10U teams – two (2) club pass players per game
g. Under no circumstances may a club pass player be used that is not properly registered with BAYSA.
h. No guest players are allowed. Only players who are properly registered with the same club and are listed on either the official state association roster or a player who is properly added to the club pass roster are eligible to participate. Playing an ineligible club pass player will result in automatic forfeiture of the match.
i. Club pass play may not be used during BAYSA playoffs. (Rev. 1/27/24)
j. Suspended players are not eligible to Club Pass until such time they have served their full suspension with their primary team. (Rev. 1/25/25)

III. TEAM FORMATION AND SCHEDULING

A. All 6U play may be in-house and/or with neighboring Clubs within the Association. Member Clubs will determine rules of play.

B. All 7U and 8U play will be in-house and/or with neighboring Clubs with the Association. Member Clubs will determine rules of play.

C. Neighboring Clubs are defined but not limited as follows: (Rev. 01/25/25)
   1. Galveston County (inclusive of Dickinson, Texas City, Galveston), Alvin, United Pearland, and Santa Fe
   2. Quest, Soccer Centro, and North Channel
   3. HTX Soccer (inclusive of Clear Lake, League City, Friendswood) and South Belt

D. Recreational Team Formation (Division III and IV) and Rostering.
   2. Transfer of core recreational team players (Division III and Division IV) to different clubs must be approved by both Member Clubs and BAYSA.
   3. A team core is considered fifty (50%) percent of the players on the roster plus one.
   3. All eligible youths must have the same opportunity to participate in the team or league as applicable. The use of tryouts, invitations, recruiting, or any similar process used to form select teams, or to determine if a particular player will or will not be accepted on a specific team are prohibited. Evaluations of player talent or ability used for the purpose of balancing the distribution of talent across all teams are allowed.

IV. COACHES

B. Every coach, assistant coach, trainer, manager, team parent and all other participating adults over the age of 17 are required to display a valid Adult Participation Pass (previously known as KidSafe identification card) during all STYSA sanctioned activities. Under no circumstances may virtual cards be substituted for the printed picture Adult Participation Pass. (Rev. 01/25/25)

C. The Adult Participation Pass must have a recent photo affixed and be completely laminated (both sides). Adults cannot use virtual cards.

D. Each team must have one person designated as the head coach. There can be several assistant coaches, managers, or trainers.

E. During BAYSA games, no more than three coaches with valid Adult Participation Passes are allowed on the sidelines.

F. Any individual wishing to coach must successfully complete a coaching certification course, and if specified by STYSA, that license must be appropriate to the age group and division in which they coach. This license must be completed within 12 months after the date the individual begins to coach.

G. All coaches must be in good standings with the Association, all other STYSA Associations, STYSA, US Youth Soccer.

V. SCOREKEEPING

A. A master list of all games will be maintained in the official STYSA registration system.

B. Final standings for divisions and subdivisions shall be determined by the BAYSA Scorekeeper.

C. BAYSA field marshals or referee assignors will collect the official game report cards. Game report cards will be put in the dedicated field mailbox or given directly to the BAYSA scorekeeper.

D. Distribution of Standings. Standings will be available in the official STYSA registration system.

E. During playoffs, the BAYSA Scorekeeper will call in or present games report cards to the BAYSA Tournament/Playoff Coordinator as soon as possible after each playoff game. No modifications to the playoff format may be made after the formation of the subdivision.

F. Game Report Cards.

1. The coach for each team must present to the referee a game report card printed from the official STYSA registration system for the game to be played. All game information should be pre-printed on the game report card including player's jersey numbers. No write-ins on game reports will be accepted.
2. A Player Suspension Form for any player or coach needing to serve a suspension for a game must be given to the referee with the game report card. The Player Suspension Form is available on the BAYSA website.
3. After the game, the referee should;
   a. Enter the scores for both teams on game report card as well as any comments about the game. If comments are lengthy, referee should use the Supplemental Referee Report found at www.baysa.org.
   b. If a game is abandoned while in progress, report the half in which and time at which the game was abandoned. A Supplemental Referee Report is required.
   c. A Supplemental Referee Report must be completed if player ID cards are not properly prepared (not laminated, missing photo, missing).
   d. Report on any of the following on game report as appropriate:
      (1) Conduct of players, coaches, or spectators not covered elsewhere
      (2) Condition of the fields and markings
      (3) Injuries to players
      (4) Other matters believed to be needing attention by the Association
      (5) Any discipline game reports given to the players or coaches during the game.
   e. In a meeting after the game, the referee and both coaches will sign game report cards. The referee will submit their game report card onsite to either the BAYSA field marshal or referee coordinator.

VI. D&P COMMITTEE

A. Purpose. The purpose of the BAYSA D&P committee is to interpret the rules of competition and apply them to games and other situations that may occur during the BAYSA season. The BAYSA D&P committee is responsible for determining issues concerning forfeits, infractions and presiding over hearings on protests and grievances. The BAYSA D&P committee shall also track and be the final arbiter (within BAYSA) for issues concerning player penalty points and suspensions.

B. Objectives. It shall be the objective of the BAYSA D&P committee to interpret and apply the rules of competition in a fair, reasonable, and consistent manner. Whenever there is a conflict between a strict interpretation of the rules, and fair and equitable interpretation, BAYSA expects the members of the committee to use their discretion and common sense to come to a fair and reasonable result. It is not the intent of these procedures to create a body which is unreasonably harsh in its application of the rules, or that unnecessarily punishes the members of BAYSA.

C. Members of the BAYSA D&P Committee. Each Club shall have a representative who will attend D&P Committee meetings and represent the Member Club at all proceedings before the committee. In the event that the Club D&P representation is unable to attend any given meeting of the D&P Committee, or if the Club D&P Representative is not able to represent his Club at any given proceeding before the BAYSA D&P Committee, the Club shall send another representative to attend in the place of the regular Club D&P Representative.

D. Chair of the BAYSA D&P Committee. The BAYSA President will appoint a person to serve as chair of the BAYSA D&P Committee. This individual shall preside at all meetings of the BAYSA D&P Committee and at all proceedings before the BAYSA D&P Committee, or shall appoint a temporary chair during their absence of a particular meeting. The chair shall be responsible for the agenda or any other preparations required prior to any meeting of the BAYSA D&P Committee. The chair shall also be responsible for all notices required for all meetings of the BAYSA D&P Committee, and the notification of all individuals who are entitled to receive notification prior to any meeting of the Committee. The chair shall vote on issues brought before the Committee except those matters that involve himself/herself, his/her immediate family, or team where he/she functions as coach.

E. Secretary of the BAYSA D&P Committee. The chair of the BAYSA D&P Committee shall appoint one of the Club D&P Representatives to serve as secretary of the BAYSA D&P Committee. The secretary shall be responsible for making and distributing the minutes of the weekly D&P meetings, as required below.

4. Meetings. The BAYSA D&P Committee shall have at least one meeting prior to the beginning of the fall season, and subsequent meetings of the BAYSA D&P Committee throughout the seasonal year will be held on a per needs basis. It is the responsibility of the Member Clubs to have their D&P Representative (or their substitute) attend these meetings. No business can be conducted at the BAYSA D&P Committee meetings unless there is a quorum of greater than fifty percent (50%) of the D&P Representatives present.

   Meetings will be held for the following purposes: to rule on any infraction on which the chair is unable to rule independently, appeals, and meetings called for by the BAYSA president or majority of board members. The D&P Committee shall deliberate matters involving violent conduct, abusive language, spitting, referee abuse or coach/spectator ejection as well as protests, cheating, and improper registration of players.

In lieu of a meeting, the D&P Chair shall automatically award the following sanctions for associated infractions:

- Unsporting behavior by a coach (running up the score) - warning for first offense; one game suspension for second offense
- Red Card for non-violent behavior - one game suspension.
- No show or inadequate number of players, write in's, no game cards - forfeit.

Any ruling may be appealed by a coach or a Club. Upon appeal, the D&P Chair may require the appealing coach or Club Representative to appear before the Committee to present information and answer questions. The Committee may also request additional information from other sources to properly deliberate the issue before a ruling is issued.

5. Minutes. The secretary shall keep minutes of each official regular meeting of the BAYSA D&P Committee. The minutes shall note attendance (present and absent) and detail all decisions made at the meeting, including but not limited to decisions affecting forfeits and suspensions. The minutes will be sent by email to Club D&P Representatives, Club presidents, the BAYSA President, BAYSA Scorekeeper, and/or posted on the BAYSA website by 6:00 p.m. on the following Tuesday. Minutes to the Club presidents and D&P Representatives will serve as the official notification of who failed to attend a weekly meeting as required below, provided that the minutes include all rulings and decisions made at the meeting which affect the Club, any of its teams and/or players.

6. Suspensions and Penalty Points. The BAYSA D&P Chair will be given notice of penalty points accrued by players, teams, and coaches throughout the season by the BAYSA Scorekeeper. A player or coach is required to serve his or her suspension in accordance with the rules of competition regardless of whether or not such suspension is noted in the minutes of the BAYSA D&P Committee.

7. Communications. It is the responsibility of the Club D&P Representatives to report any information affecting their Clubs to the Club president, and any other Club Members that may be affected by a decision of the D&P Committee in a timely manner. There will be no excuse for any Club, team, player, or coach to claim they did not receive timely notification of a decision or ruling of the D&P Committee, (regardless of whether the Club D&P Representative was present at the meeting where such decision or ruling was made).

8. Notification of Clubs. In the event that a Club D&P Representative fails to attend a weekly D&P Committee meeting during the regular season, and that Club fails to send a substitute to represent them at the meeting, the Chair of the BAYSA D&P Committee shall notify the Club president before the end of the week, (10:00 p.m. on Friday) by telephone, email or otherwise, of any decisions or rulings affecting Club, one or more of its teams and/or players. There will be no excuse for any Club, team, player, or coach to claim they did not receive timely notification of a decision or ruling of the D&P committee, provided that the chair of the BAYSA D&P Committee has made a reasonable effort to notify the Club through its president.

9. Interface with BAYSA Scorekeeper. The BAYSA D&P Committee and the Chair will work with the BAYSA Scorekeeper to receive information needed for their weekly meeting and to report rulings and decisions that will affect standings or scorekeeping. The BAYSA Scorekeeper will attend the D&P Committee meetings to provide information on game results. The D&P Chair will advise the BAYSA Scorekeeper in a timely manner of rulings and decisions that affect standings and scorekeeping. The BAYSA Scorekeeper will always

maintain the original scorecards, and these originals will be made available, if requested by the BAYSA D&P Committee.

10. Decisions. No action shall be taken by the BAYSA D&P Committee except upon motion duly made, seconded, and approved by a vote of the majority of the Club D&P Representatives present at an official meeting of the BAYSA D&P Committee. Meetings will be conducted in accordance with Robert's Rules of Order. The chair of the BAYSA D&P Committee will vote on all issues brought before the committee except those matters that involve himself/herself, his/her immediate family, or team(s) where he/she functions as coach. Issues or games may be voted on in groups or clusters, but will be no "standing" votes or decisions to automatically apply the same result to future situations, no matter how similar they may be, except in any case involving a sanction for an "standard" violation, which shall be given by the D&P Chairman. A "standard" violation is defined as:

    - Unsportsmanlike conduct, running up the score
    - Excessive write ins
    - Unlaminated player cards if using printed picture cards (Rev. 01/25/25)
    - Lack of physical player cards
    - No shows without notice or failure to field a team
    - Yellow card warnings
    - Unsportsmanlike conduct for coaches failing to provide game cards or failing to sign game cards.
    - Failure of a Coach to wear their adult participation pass.

    The Club D&P Representatives will vote on the outcome of all decisions and rulings of the committee. The Club D&P Representatives will be encouraged to explain any extenuating or distinguishing circumstances that may be relevant to the committee's ruling on any issues concerning their Club, its teams, coaches, or players.

    Only a coach may protest a decision of the D&P Committee, and, that Coach must do so through their Club D&P Representative. That protest will provide written explanation and documentation substantiating the protest. If the D&P Committee rejects the protest, it may be further appealed to the BAYSA Board of Directors.

VII. REFEREES

A. At the end of each game, each referee will report on the game report card the results of the game, personnel of the teams, all goals scored, and all discipline actions taken before, during, or after the game, and will give the completed form to the BAYSA field marshal or referee coordinator before leaving the field. For more information on game cards, see Section V, Scorekeeping, I - Game Report Cards.

B. Through a Supplemental Referee Report, the referee will notify the BAYSA referee assignor and D&P Chair of all serious disciplinary actions taken during the game.

C. Referees are not required to notify opposing coaches of players playing without proper ID cards. The referee's sole responsibility will be to report on the game report card to BAYSA, any player whose identification is not proper.

VIII. PLAYOFFS AND EXTERNAL COMPETITION

A. Eligibility
   1. BAYSA will establish a standard set of regulations for each season regarding playoffs.
   2. Any team who forfeits two (2) or more regular season games for any reason other than administrative forfeits (no game report or by D&P) will not be eligible for any BAYSA or STYSA post-season play.
   3. Each Club will submit a list of willing teams for possible playoffs two weeks prior the start of competitions.
      a. No team will be considered for advancement without a guarantee of participation.
      b. Any team that qualifies for BAYSA or STYSA playoff competition and fails to participate, BAYSA reserves the right to sanction the coach and/or players of that team through action of the D&P Committee. Sanction, in this case, will be taken to mean revocation of eligibility to participate in post-season play the next fall season. Any fines by BAYSA or STYSA for failure of a team to participate in post-season play will be levied against the Club.
      c. It is the responsibility of each Club to inform their teams entering post-season competition of their obligation to represent BAYSA and consequences of failure to attend.

B. Standings Determination
   1. The 3-point system is used to determine points per game (3 points for a win and 1 point for a tie)
   2. First and second place will be determined by:
      a. Total points scored
      b. If tied, results of head-to-head competition

      If time allows, else
      c. If tied, goal differential of scored – allowed (maximum of three per game)
      d. If tied, least goals allowed
      e. If tied, coin toss by Playoff Coordinator

   3. If an uneven number of games by the teams, the total points, goal differential, and least goals allowed will be divided by games played to obtain an averaged value.

C. BAYSA In-house Playoff Format and Regulations
   1. The BAYSA Playoff Coordinator will:
      a. Determine first and second place teams for individual brackets.
         1) If a mixed age/skill bracket, each age/skill group of teams within the bracket will be evaluated as an individual bracket.
         2) A single age/skill team in a bracket is automatically awarded first place.
      b. Verify which teams are advancing to BAYSA and STYSA playoffs.
      c. Coordinate with individual Clubs to notify which teams are advancing.
      d. Coordinate with the BAYSA Scheduler for in-house playoffs.
      e. Distribute playoff schedules to Clubs and the BAYSA referee coordinator.
   2. A referee director of playoffs will be appointed to manage game coverage for playoff games.
   3. Club scorekeepers, field coordinators, and/or playoff host Club(s) will call in or present games cards to the BAYSA Scorekeeper as soon as possible after each playoff game.
   4. For odd brackets, byes will be used in the earliest possible round and given to first place teams before second place teams.
   5. Where possible, teams will not be scheduled to play each other unless they have had

equal rest prior to the start of their game. Equal rest will mean that both teams will have had at least three hours elapsed since the scheduled start of their last game. Teams can expect to play with less than three hours rest if the interval between their last starts is equal.

6. Games are single elimination.
   a. In the event of a tie penalty kicks will be taken to determine a winner.
   b. If the game is for first and second place then two regulation overtime periods will be played followed by penalty kicks if needed.

D. 9U/10U in-house playoffs
   1. The last game of the regular season (typically 10th week) is a single elimination playoff to determine first and second place for each bracket.
   2. All eligible teams can participate.
   3. Individual brackets will be for boys and girls with gold, silver, and bronze divisions.
   4. A three-man referee system is recommended for the final game in each bracket.

E. DII and DIII in-house playoffs.

Multiple same age/skill brackets require a playoff

- The top two teams from each bracket will participate to determine first and second place BAYSA teams.
- If the number of state allocations is greater than two, that many teams from each bracket will be selected for the playoffs.

F. STYSA Advancement

The top teams from each age/skill level (not bracket) will advance to STYSA playoffs based
on available state allocations.

IX. RISK MANAGEMENT (MEDICAL INSURANCE, GOAL POST INSPECTIONS, CERTIFICATES OF INSURANCE, RISK MANAGEMENT PROGRAM)

A. Medical Insurance. STYSA provides secondary insurance coverage for registered STYSA members (players age 19 and under, coaches, officials, and employees). Information and the claim form are available at *www.stxsoccer.org.* To expedite the claims, individuals should submit the claim form immediately following any accident or injury and not wait for medical bills.

B. Fields/General Liability Forms
Each Club should establish a system for annual inspection of goals using the STYSA goal post inspection criteria. These criteria, found on the STYSA website (www.stxsoccer.org) under "Fields/General Liability". One form should be used for each location that the Club is utilizing for practice or game fields.

C. Risk Management Program
Adult Registration. Each Club officer, staff member, board member, coach and/or team manager/official is *required* to complete the SafeSport training modules (annually), CDC Concussion Awareness Training (one time), and successfully pass the background check (every two years). All three (3) parts are mandatory for the adult to be added to a team and to receive an Adult Participation Pass. Adult requirements expire May 31.

X. RULES OF PLAY

A. General Requirements.

1. FIFA laws of the game as approved by the USSF are applicable to all Association-sponsored competitions except as noted in the rules of competition.
2. All games played by Association member teams will be under the immediate jurisdiction of this Association.
3. Each member team is responsible for the actions of its team players, officials, and spectators on or off the playing field before, during, or after a game. Any team refusing or failing to play a game in compliance with Association rules will forfeit the game.
4. With respect to administrative matters, US Youth Soccer administrative rules will apply unless otherwise noted herein.

B. Player Eligibility for Games

1. Each player must have an official identification (ID) card that shows their current photo, the player's STYSA team code, and the registrar's signature. The player's identification number on the card must match the number on the official roster. (Rev. 01/25/25)

2. Photo should be current, passport-style, appropriate and in focus and uploaded to their player account in the registration system. (Rev. 01/25/25).

1. Whatever the league format (virtual or printed picture cards), teams must have their player cards ready for inspection before the game. (Rev. 01/25/25)

2. Printed picture USYS identification cards should be available, if required. (Rev. 01/25/25)

3. Playing a game without a valid STYSA ID card or with an improper ID card will result in game forfeit (3-0) due to participation of an ineligible player unless otherwise directed by the BAYSA D&P Committee. Virtual cards are not accepted as a substitution. (Rev: 7/29/23)

6. The manager, coach, or captain of each team will furnish the referee, prior to the start of the game, a game report card printed from the STYSA official registration system. Only players and coaches listed on the game report are eligible for participation. If there is no pre-populated game report, the game will be ruled a forfeit. No write-ins are permitted. (Rev: 1/27/24)

7. Uniforms for players are mandatory and consist of jersey or t-shirt, shorts, knee socks, shoes, and shin guards. Violations will result in a forfeit unless otherwise directed by the D&P Committee. This decision may be appealed to D&P within 72 hours of being posted on the website. Also included are the following:
   a. Uniforms are mandatory by the second regular season game, except in certain extreme hardship cases, which must be approved by the BAYSA Executive Board in advance.
   b. No player, including the goalkeeper, will be dressed like the referee.
   c. All goalkeepers must have a jersey that contrasts with their own team and the opposing teams' jerseys.
   d. Non-uniform clothing is allowed based on weather conditions, but uniforms must still distinguish teams, e.g., jersey is worn on the outside.
   e. Bandannas of any style may not be worn during any game. Players may not wear a bandanna on their head, legs, or arms.

f. It is mandatory that all players' jerseys be numbered with a 6" to 10" number with exception of the goalkeeper, and each player wear the same number throughout the game. Each player jersey must have a number different from every other player jersey on their team.
g. No players will be allowed to play with a hard cast (plaster, plastic, or fiberglass), padded or otherwise.
h. No player will be allowed to play with any brace (knee or otherwise) that contains exposed metal or hard plastics, unless it is wrapped with a minimum of ½ inch high-density foam wrapping or the manufacturer's recommended protective coating.
i. The player's equipment must conform to FIFA.
j. Socks must cover shin guards.
k No jewelry of any type will be permitted during a game. Medical bracelets or necklaces may be worn provided they are taped to the skin with the medical condition displayed.
j. Hair clips, that the referee determines may be dangerous to the players, will not be allowed to be worn during a game.
k. No alcohol, sexually oriented business, or tobacco product advertising will be permitted on player uniforms.
l. No player names are allowed on uniforms.
m. Knee pads and elbow pads are permissible.

C. Game Scoring Forms and Game Procedures
1. A game report card from the STYSA official registration system for the game must be printed.
2. Numbers for each participating player must be provided on the game report card.
3. The player/coach suspension form for any player or coach serving a suspension will be completed prior to the game and submitted by the coach to the home scorekeeper just like a game report card.
4. The game report card (and suspension form) must be given to the referee prior to game time so that the opposing coach can review and sign the forms.
5. All players must present an official identification card to the referee prior to participation in any BAYSA sanctioned event. All registered coaches and assistant coaches will present an official Adult Participation Pass to the referee prior to participation in any BAYSA sanctioned event. Playing a game without a valid BAYSA ID card or with an improper ID card will result in a game forfeit unless otherwise directed by the D&P Committee. This decision may be appealed to D&P within 72 hours of being posted on the website. In absence of a registered coach, substitute coaches will be allowed with a photo ID. The referee will check all ID cards and note on the game report card any player whose member pass (ID card) is not properly prepared.
6. If the referee decides that a color conflict exists and providing the visiting team is wearing its official team uniform, the home team must change jerseys. If the visiting team is not wearing its official colors and a color conflict exists, then the visiting team must change.
7. The referee will complete and sign the game report cards after the game. The center referee will give the game report card to the BAYSA field marshal or referee coordinator.

8. Refer to Scorekeeping (Section V) for additional information including information on game cards.

D. Minimum Play
1. BAYSA requires significant participation in each game by each eligible player. Coaches must make every effort to play each eligible player present at a game one-half of the game unless unable to do so due to player's illness, injury, or for disciplinary reasons. This rule applies to all games (tournaments, seasonal, or post-season play) at the Division II, III,

and IV levels of competition. Policy for Super 2 and Division I competition is determined by their respective governing bodies.

2. Playing time is not a matter of protest by an opposing team. If a problem develops regarding playing time within a Club or on a specific team or Club, then the assistance of the BAYSA D&P Chair should be requested to help resolve that problem.

E. Sideline Coaching and Behavior

1. When teams occupy the same side of the field, it is the home Club's responsibility to choose and designate which end of the field to occupy. Each team is allowed a maximum of three coaches/assistant coaches and these individuals must be designated on the game card. Coaching will be allowed only from this side and only from the midfield line to the top of the penalty box on the team's end of the field. All other spectators will be placed on the opposite side of the field. Also, team members will be restricted to the area between the midfield line and the top of the penalty box on the team's end of the field.
2. For games that have both teams positioned on the same side of the field, the spectators will be positioned opposite the team they are supporting between the mid-field line and the top of the penalty box. They may not go beyond the mid-field line into the other spectator section to cheer for their team.
2. Sideline coaching of players on the field during a game will be permitted by coaches only from their side of the playing field, along the touchline, and between the penalty boxes. Excessive coaching may be limited by the referee no matter where the source is located.
3. All persons except coaches are required to stay 6-feet back of the touchlines.
4. No verbal abuse or game interference will be allowed regardless of source. The game may be stopped and the outcome referred to the D&P Committee if such actions continue after a warning from the referee.
5. A coach will be warned or sent off for the actions of the sideline spectators (parents, friends, etc.). If, in the judgment of the referee, that the coach is without fault in the excesses of these sideline spectators, and if those persons so ordered have left the area, then the referee may permit the coach to remain on the sideline in his coaching capacity. Coaches are reminded that the referee is under no obligation to permit them to remain in a no-fault situation. This rule merely gives the referee the flexibility to allow the coach to remain if the referee judges the coach to be without fault. The referee will file the usual misconduct report concerning the incident, making note of the specific actions/conduct of the coach during any such incident for the records of the D&P Committee. The coach of record for the team for that game will serve any suspension that result from a sideline spectator's send-off by a referee).
6. Any person excluding rostered players who receives two (2) red cards during BAYSA league play will be referred to the BAYSA D&P Committee action before the suspended person can be reinstated.

F. Forfeits. Any of the following will result in forfeiture of a game.

1. Fielding an ineligible, illegal, or suspended player. "Fielding" is defined as a player dressed and ready to play. The coach will be subject to indefinite suspension by BAYSA and the team will forfeit all games in which that player participated.
2. The playing of a boy or girl outside the age limits of his/her team (except for players with approval to play up or down) will result in the forfeit of all games in which said player participated.
3. A suspended coach or spectator appearing at a game. A player and/or coach who has not served a suspension and appears at a game in a playing or coaching capacity is ineligible and such appearance will result in a BAYSA D&P hearing that may result in sanctions up to and including suspension.
4. Failure to field a team with a minimum number of players per STYSA within 15 minutes of either side of the scheduled starting time of the game according to the referee's watch.

Any team who forfeits two (2) regular season games for any reason other than administrative forfeits (no game report or by D&P) will not be eligible for any BAYSA or STYSA post season play

5. The appropriate team not changing jerseys when a color conflict exists. Color conflict is to be determined by the referee.
6. Falsification of a game report.
7. Any team which receives a total of 27 discipline points during one game will forfeit said game by a score of 3-0 unless the score was more favorable for the winner when play was stopped, in which case the existing score will be declared the final score. All play will cease with the third ejection and all players required to leave the field. Final judgment of forfeits resides with the D&P Committee.
8. Failure to play any scheduled 10U and under game due to lack of a center referee. Forfeiture of a game may occur at any time before the end of the season and grounds for forfeiture may be brought to the attention of the D&P Committee by any responsible individual affiliated with the Association or a team involved in the game in question.
9. Any game, 9U and older, that is abandoned because of spectators or unauthorized players or coaches entering the field of play, will result in a forfeit for the team whose spectators or unauthorized players or coaches entered the field. If the abandonment was due to teams' spectators, unauthorized players, or unauthorized coaches entering the field of play, the game will be scored as a double forfeit. Teams involved in the game abandonment will be automatically suspended and the game will be referred to the BAYSA D&P Committee.

G. Game Protest

If a coach intends to protest a game, he/she must make this intention known before leaving the field, i.e., the coach must notify both the referee and the opposing coach before leaving the field. A game cannot be protested on a referee's judgment call. A game may be protested for the following reasons.

- An error in applying the laws of the game by the referee.
- A team playing an ineligible, illegal, or suspended player or players.
- A suspended coach at the field coaching the team. This does not mean that the coach must follow through with the protest. It gives notification of his intentions at this time and allows the referee the opportunity to write a usable game report. All protests must be postmarked or emailed to the Club D&P Representative on the D&P Committee by 6 p.m. Tuesday following the scheduled game from which the protest arises.

Any protest relating to late starts, the grounds, goal post, bars, or other appurtenances will be entertained for consideration only if an objection has been lodged with the referee in writing prior to the start of the game on the official team line-up sheets. This protest must also be verbally communicated to the manager/coach of the opposing team as well as the game referee.

All questions relating to the qualifications of competitors, interpretation of the rules, or any dispute, will be referred to the BAYSA D&P Committee. The initial contact for any dispute or protest will be coach. The Club's D&P Representative will advise and coordinate the filing of any dispute or protest to the BAYSA D&P Committee and inform the Chair of the BAYSA D&P Committee of said dispute or protest. The BAYSA D&P Committee will convene on the dispute or protest as soon as it is possible. Decisions of the D&P Committee will be binding on all involved parties unless appealed. For subsequent appeals, refer to the *STYSA Administrative Handbook.*

To be valid and eligible for consideration, each protest filed with the D & P Committee must be submitted in writing or by email to the Club D&P Representative along with any supporting documentation.

If the D&P Chair determines that a hearing is required for a filed protest, the coach will submit a $300 fee for that hearing, payable to BAYSA.

1. Upon receipt of the written protest and fee, the BAYSA D&P Chair will call a meeting of the BAYSA D & P Hearing Committee within seven days or as soon as possible.
2. If the protest is sustained, the protest fee will be returned.
3. Any decision of the BAYSA D&P Hearing Committee may not be appealed.

The BAYSA D&P Hearing Committee has the right to call any or all involved parties to their hearing for testimony, or they may ask for written statements in advance. In any case, they will rule at the end of their deliberations. As a courtesy to all participants hearing, processes will not extend beyond 10:00 p.m.

H. Grievance Procedure

A grievance may be filed for disciplinary action, not for changing the outcome of a game. The proper procedure is as follows.

1. Contact your local Club D&P Representative of your intent to file a grievance.
2. Grievance will be directed to the BAYSA D&P Chair by your local Club D&P Representative.
3. The BAYSA D&P Chair will review grievance and at his/her sole discretion take whatever action is deemed appropriate. At a minimum, all such letters will be acknowledged. Such additional action may include:
   - No action required.
   - Call a hearing of the Association D&P Hearing Committee.
   - Any other action the BAYSA D & P Chair deems appropriate.
4. Any decision of the BAYSA D&P Hearing Committee may be appealed. The first level of appeal is to the STYSA D&P Committee. This must be handled in a manner similar to an initial grievance, with a new fee deposited, and the circumstances detailed in writing by the appealing party. For fees and the STYSA appeal process, refer to the *STYSA Administrative Handbook.*

I. Suspensions and Probations.

1. Member Clubs may institute their own suspensions or probation procedures, but any player or coach who so desires may appeal in writing a suspension/probation by his/her Club to the BAYSA D&P Chair upon deposit of the current Association fee which will be returned if the appeal is upheld.
2. Any Club enforcing disciplinary action taken on a player or coach must advise the BAYSA D&P Chair, in writing, of its action.
3. A player or coach suspension form will be subject to the same rules and penalties as a missing or late BAYSA game report.
4. Any player or coach suspension form received after ten (10) days will result in a game forfeit, but the suspension served will be acknowledged.

J. Disciplinary Point System.

1. STYSA requires member associations to maintain records on cautions and ejections issued during the Association's sanctioned competitions. STYSA also requires member associations to report these records to STYSA for all teams desiring to participate in any STYSA sanctioned competitions (state, regional, or national levels).
2. In keeping with US Youth Soccer procedures, referees will not actually show warning and/or ejection cards to coaches.

3. Any physical contact with a referee or assigned neutral linesperson by a player, coach, or spectator, documented in a referee's report, will result in an immediate BAYSA suspension, pending review by the STYSA D&P Committee.
4. Each player or coach sent off (red carded) as noted on the home game report card before, during, or after a BAYSA sanctioned game (regularly scheduled or rescheduled game) will serve the game suspension in the next game (regular scheduled or rescheduled game). A suspension form for any player or coach that is to serve a suspension for this game must be given to the referee with the game report. Game suspensions will carry over to the next year if not satisfied in the current seasonal year. Each player or coach cautioned (yellow carded) before, during, or after a BAYSA sanctioned game (regularly scheduled or rescheduled) will be assigned discipline points as above. A one game suspension will result for each 9-points (discipline points) accumulated by a player or coach as a result of cautions (yellow cards). It is the responsibility of the coach to track all cautions and execute the game suspension at the next game (regularly scheduled or rescheduled). A suspension will be considered served when a properly completed player or coach suspension form is submitted to the Club scorekeeper and received by the BAYSA D&P Chair.
5. Any player or coach receiving penalty points must follow the STYSA progressive penalty point system outlined in the *STYSA Administrative Handbook*.
6. Cards issued at tournaments are not reported to the BAYSA D&P Committee.
7. Team Penalty Points. Any team that receives a total of 75 penalty points will be suspended and must apply with the BAYSA D&P Committee for reinstatement. (March 2008).

K. Reschedules, Inclement Weather, and Field Closures
1. Regularly scheduled games can only be postponed or rescheduled because of (1) inclement weather or conditions, (2) other sanctioned BAYSA soccer activities, or (3) lack of center referee for Division II and Division III 11-aside games. All teams are required to show up for all scheduled games (regular or make-up) at the field and at the time scheduled unless notified prior to the game by the team's Club president.
2. Each member Club controls the use of their fields. Only the Club president (or designated board member) can close Club fields before regularly scheduled BAYSA game times. When this becomes necessary, the field closures and rain-out procedures as stated will be followed. The BAYSA Scheduler notifies the BAYSA Director of Referees. If a significant number of BAYSA member Clubs close their fields, the BAYSA Executive Board will evaluate whether or not to cancel the entire Association's weekend game schedule. Finally, if there is an impending weather threat that would affect the entire BAYSA area, the BAYSA President will announce a shutdown of the entire Association's weekend game schedule. If BAYSA finds it necessary to cancel the entire weekend's schedule, each Club president will be notified to inform his/her Club's coaches by a BAYSA Executive Board member.
3. If a game is declared a rain out or is stopped prior to the start of the second half, each coach involved will contact their Club. The Club will submit to the BAYSA Scheduler, within five days, a list of all games that are to be rescheduled. Games not submitted to the BAYSA Scheduler will not be rescheduled and will be submitted to BAYSA D&P Committee. The BAYSA Scheduler will reschedule the game at any available open slot. The BAYSA Scheduler will confirm all reschedules and arrange for referees, if available.
4. All postponed games must be rescheduled within 22 days of the originally scheduled date. Failure to comply with the 22-day requirement may cause the game be forfeited. If a coach has a conflict with the reschedule, arrangements must be made for someone else to coach the team.
5. The BAYSA Scheduler will have final authority in rescheduled games.

6. Once a game has started, only the referee can decide if the game is to be called because of
   inclement weather or possible damage to the playing field. If the game is stopped during the first half of play, the game must be rescheduled and replayed in its entirety. If the game has reached half-time or play is into the second half of play, the game will stand with the score as it is at the particular time. The referee has final authority to postpone a game because of weather and/or playing field conditions.

L. Scheduled Games and Referee Coverage.
BAYSA attempts to assign referees to all matches that the Association schedules. Occasionally, shortages of qualified personnel prevent the timely assignment of a trained referee. In that case, the association president is notified, for any last-minute assignment by the Club. To maintain the progress of the season, BAYSA has established the following instructions to its coaches.

1. All Division IV games will be played as scheduled. If a scheduled center referee does not show at game time, the procedure will be as follows:
   a. One mutually agreed upon by both coaches to referee all the game, or
   b. If coaches cannot mutually agree, each team will provide a center referee for half of the game.
2. For Division II and Division III games, if a scheduled center referee does not show at game time, the procedure will be as follows:
   a. One mutually agreed upon by both coaches to referee all the game,
   b. Each team may provide a center referee for half of the game, or
   c. May be rescheduled due to lack of a center referee.

XI. BAYSA MODIFICATIONS TO THE LAWS OF THE GAME

The Rules of Competition for BAYSA will be the International Laws of the Game as published in the current issue of the "*Laws of the Game and Universal Guide for Referees, USSF Supplement*" as authorized by the International Football Association Board with the following modifications for BAYSA youth competitions.

For the current information, please refer the STYSA General Rules of Play for All Ages (Rule 6) in the *STYSA Administrative Handbook*.

Rules for BAYSA Spring 7v7 15U and older

Modifications to the standard 11v11 (7v7) rules: 15U and older general rules of play 7v7. A match is played by two (2) teams, each consisting of not more than seven (7) players, one of whom is a goalkeeper.

Players:

- Seven (7) players on the filed, including a goalie
- Maximum number of players per team is 11
- Minimum five (5) players to start

Game Length: Two 30 minute halves

Field Size: 45-55 yards wide by 45-70 yards long (or existing 9v9 fields). Goal 21 feet wide by 7 feet high recommended

Rules of Play

- No offside rule
- The ball is kept below the referee's or tallest player's head. Restart with an indirect kick where kicked or headed or nearest location outside the goal areas
- No goal kicks, corner kicks and throw-ins. Restart with a pass
- No defensive (except goalkeeper) or offensive player enters the goal area. Penalty kick against the offending team
- Substitutions: at any stoppage of play and unlimited
- Each player shall play a minimum of 50% of the total playing time

Penalties

- All indirect kicks except penalty kick
- Penalty kick taken from top to goal area semi-circle
- Except for kicker all players a minimum of 2 feet away from ball

XII. FEES, FINES AND PAYMENT DEADLINES (Rev. 4/06/26)

A. Payment of Fees. Member Clubs are required to remit player and team fees to the Association through the official STYSA registration system at the time of submittal and approval into the event. Teams will not be scheduled in until fees are paid. (Rev. 4/06/26)

B. Fines
1. Unapproved absence from any mandatory meeting (Constitution IV.I. Good Standing)
   - Fall and spring workshops
   - Other meetings as published
   - Each Member Club is granted two missed meetings per year
2. Missing, lost, or late game report score cards.
3. Payments more than 60 days past due are assessed 5% of the amount past due per month (Constitution IV.H – Voting Rights).
4. A no show team who does not give appropriate communication will be fined $50 and for same season repeaters, fine will be doubled, e.g., $50, $100, $200 (Rev. 7/29/23)

C. Fee Schedules
1. BAYSA will publish a fee schedule at the March general meeting for the following seasonal year (Fall-Spring).
2. The current fee schedule is included as an appendix to the *BAYSA Handbook*.

APPENDIX A: BAYSA FEES

(Subject to change)

BAYSA FEES AND FINES 2026-27	
Fall 2026	
TOPSoccer/Soccer Across America	$14.50
Academy	$14.50
4U-8U	$14.50
9U-10U	$14.50
11U-12U	$50.00
13U-14U	$50.00
15U-16U	$50.00
17U-19U	$50.00
Super 2	$42.50
Division I	$42.50
Spring 2027 (new players only)	
TOPSoccer/Soccer Across America	$11.00
Academy	$14.00
4U-8U	$14.00
9U-10U	$14.00
11U-12U	$42.50
13U-14U	$42.50
15U-16U	$42.50
17U-19U	$42.50
Super 2	$42.50
Division I	$42.50
Summer 2027	
All ages	$14.00

Team Fees, fall 10 game season, spring 8 game season. Teams will not be scheduled until fees are paid.		
	Fall	Spring
9U-10U	$455	$355
11U-12U	$995	$780
13U-14U	$1,070	$840
15U-16U	$1,175	$925
17U-19U	$1,255	$985
Referee Pay Scale		
	Center	Asst/4th
9U-10U	$45	$26
11U-12U	$55	$35
13U-14U	$60	$40
15U-16U	$70	$45
17U-19U	$75	$50

APPENDIX B: MISCONDUCT TOWARD GAME OFFICIALS

(Excerpt from the United States Soccer)

Policy 531-9. Misconduct Toward Game Officials

Section 1. General

Misconduct against referees may occur before, during and after the match, including travel to or from the match. Misconduct may occur also at later times when directly related to duties of a game official as a referee.

Section 2. Rule Application

(A) This policy shall supersede any inconsistent rules of Organization Members that pertain to assaults or abuse upon Federation referees, assistant referees, the manner and means of hearings, appeals, and rehearings in matters pertaining thereto.

(B) Nothing in this policy rule shall be construed to restrict or limit any league, event/tournament or Organization Member from applying equal or greater restrictions to anyone not listed in section 4(a)(1) of this policy (i.e., a spectator associated with a club or team).

(C) This policy shall not apply to players, coaches, managers, club officials, or league officials while participating in Professional League Member activities.

Section 3. Terms and References

As used in this policy --

(1) "Referee" includes the following:

(a) all currently registered USSF referees, assistant referees, fourth officials or others duly appointed to assist in officiating in a match.
(b) any non-licensed, non-registered person serving in an emergency capacity as a referee (under Rule 3040).
(c) any club assistant referee.

(2) "Hearing" means a meeting of at least three neutral members, one of whom is designated or elected to serve as chairman. The hearing shall be conducted pursuant to guidelines established by the Organization Member.

(3) (a) (i) Referee assault is an intentional act of physical violence at or upon a referee.
(ii) For purposes of this policy, "intentional act" shall mean an act intended to bring about a result which will invade the interests of another in a way that is socially unacceptable. Unintended consequences of the act are irrelevant.
(b) Assault includes, but is not limited to the following acts committed upon a referee: hitting, kicking, punching, choking, spitting on, grabbing or bodily running into a referee; head butting; the act of kicking or throwing any object at a referee that could inflict injury; damaging the referee's uniform or personal property, i.e. car, equipment, etc.

(4) (a) Referee abuse is a verbal statement or physical act not resulting in bodily contact which implies or threatens physical harm to a referee or the referee's property or equipment.
(b) Abuse includes, but is not limited to the following acts committed upon a referee: using foul or abusive language toward a referee that implies or threatens physical harm; spewing any beverage on a referee's personal property; or spitting at (but not on) the referee.

Section 4. Jurisdiction and Hearings

(A) General

(1) When any amateur or professional player, coach, manager, club official or game official assaults or abuses a referee, the original jurisdiction to adjudicate the matter shall vest immediately in the

responsible Organization Member which is affiliated with the United States Soccer Federation.
(2) When an allegation of assault is verified by the Organization Member the person is automatically suspended until the hearing on the assault.
(3) The Organization Member must hold a hearing within thirty (30) days of the verification by the Member of the abuse or assault or, if applicable, the thirty-day period provided by subsection (B)(3) of this section. If the Member does not adjudicate the matter within that period of time, original jurisdiction shall immediately vest in the Federation's Appeals Committee to adjudicate the matter, to which the same provisions as to the term of suspension shall apply.
(4) Failure to hold the initial hearing shall not rescind the automatic suspension.

(B) Events and Tournaments

(1) In the event an assault or abuse of a referee occurs in an event outside the alleged offender's home state, the referee shall (A) immediately notify the Event/Tournament Chairman, and (B) forward a copy of the game report and his/her comments on the incident to the Event/Tournament Chairman.
(2) The Event/Tournament Chairman shall have the right to immediately convene a hearing at the site of the Event/Tournament, at which the alleged offender, the coach of the alleged offender when the offender is a player and the game official should be present. Information presented at this hearing shall promptly be relayed to the alleged offender's Organization Member President by the Event/Tournament Chairman, both orally and in writing; however, failure to provide written information shall not restrict the offender's home Organization Member from taking action with regard to any referee abuse or assault.
(3) Final jurisdiction shall vest with the alleged offender's home Organization Member. A hearing shall be held by that Organization Member within thirty (30) days of the receipt of the initial report of the abuse or assault on a referee.

Section 5. Penalties and Suspensions

(A) Assault

(1) The person committing the referee assault must be suspended as follows:

(a) for a minor or slight touching of the referee or the referee's uniform or personal property, at least 3 months from the time of the assault; (b) except as provided in clause (i) or (ii), for any other assault, at least 6 months from the time of the assault:
(i) for an assault committed by an adult and the referee is 17 years of age or younger, at least 3 years; or
(ii) for an assault when serious injuries are inflicted, at least 5 years.
(2) A State Association adjudicating the matter may not provide shorter period of suspension but, if circumstances warrant, may provide a longer period of suspension.
(B) Abuse

The minimum suspension period for referee abuse shall be at least three (3) scheduled matches within the rules of that competition. The Organization Member adjudicating the matter may provide a longer period of suspension when circumstances warrant (e.g., habitual offenders).

Section 6. Appeals

A person who is found to have committed abuse and/or assault may appeal to the Appeals Committee by following the procedures of Federation Bylaw 705 within ten (10) days from receipt of the decision of the Organization Member.

Section 7. Procedure for Reporting Assault and Abuse

(A) Procedures for reporting of referee assault and/or abuse shall be developed and disseminated by the National Referee Committee to all Federation registered referees.
(B) Referees shall transmit a written report of the alleged assault or abuse, or both, within 48 hours of the incident (unless there is a valid reason for later reporting) to the designee of the Organization Member and the State Referee Administrator. For tournaments or special events, the referee shall

transmit a written report to the tournament director on the day of the incident and to his home state SRA within 10 days of the incident.

SOUTH TEXAS YOUTH SOCCER ASSOCIATION GENERAL POLICIES

South Texas Youth Soccer Association Policy on 10U Teams

Players eligible to participate on newly-formed 11U teams participating in a fall season league may begin practicing and participating in tryouts, tournaments, scrimmages and friendly games on May 1 or the day after the end of each Associations' spring season, whichever is later. An existing 10U team may participate in an invitational tournament in an 11U age group in 8-a-side play during spring season play only. 10U teams are not eligible to participate in 11-a-side tournaments in any age groups. Adopted by the South Texas Youth Soccer Association Executive Committee: January 14, 2011

Alcohol and Tobacco Product Policy

It is the policy of South Texas Youth Soccer Association (South Texas Youth Soccer Association) that no alcohol be sold at, brought to, or consumed at South Texas Youth Soccer Association-sanctioned league games or tournaments. No tobacco or alternative tobacco products (electronic cigarettes / vaping devices) may be sold at South Texas Youth Soccer Association sanctioned league games or tournaments. The use of tobacco or alternative tobacco products is prohibited at or near the playing fields and is limited to designated smoking areas or to the parking lot(s) of the event facility. It is the responsibility of the organizers of South Texas Youth Soccer Association events to ensure that this policy is strictly adhered to.
Adopted by the South Texas Youth Soccer Association Executive Committee: May 12, 2016

Advertising / Sponsorship

South Texas Youth Soccer Association (South Texas Youth Soccer Association) prohibits solicitation and/or sponsorship by distributors or manufacturers of alcoholic beverages or tobacco products. This includes imprinting the brand names of tobacco products or alcoholic beverages on any player's equipment and/or uniforms.
Adopted by the South Texas Youth Soccer Association Executive Committee: March 11, 2001

Player / Team Gear Logo Policy

At every level of South Texas Youth Soccer Association (South Texas Youth Soccer Association) competitions, each player or team official at a game may only have on his/her/their apparel the name, logo, or other identifying mark of a member directly or indirectly of South Texas Youth Soccer Association or US Youth Soccer
A name, logo, or other identifying mark of any youth soccer organization other than South Texas Youth Soccer Association or US Youth Soccer or its member must be removed, replaced, or covered before a player, team, or team official may participate in a South Texas Youth Soccer Association sanctioned Fall league or Spring Cup competition.
Adopted by the South Texas Youth Soccer Association Executive Committee: January 30, 2014

South Texas Youth Soccer Association Policy on Unmanned Aircraft Systems

Section 1. Commitment

As an organization committed to providing a developmental, healthy, and safe environment, South Texas Youth Soccer Association recognizes that the safety of its youth players is paramount. Therefore, the use of unmanned aircrafts is not permitted at any South Texas Youth Soccer Association events. It is the responsibility of the Competition Authority of South Texas Youth Soccer Association events to ensure that this policy is strictly enforced.

Section 2. Definition

"Unmanned Aircraft Systems" (UAS) an aircraft which is intended to operate and its associated element which are operated with no pilot on board or can fly autonomously based on pre-programmed flight plans or more complex dynamic automation systems.

Section 3. Prohibitions

(a) The use of non-approved UAS at any event that is sanctioned by South Texas Youth Soccer Association is strictly prohibited.

(b) The use of UAS at South Texas Youth Soccer Association events may be approved by South Texas Youth Soccer Association

(1) for a specified promotional activity at an event, and

(2) in a designated area or areas that are away from youth soccer players, spectators and over any field of play or practice.

Section 4. Enforcement

(a) Any person violating Section 3(a) of this policy shall be immediately removed from the event by the South Texas Youth Soccer Association competition official managing the event.

(b) If a person is removed from an Event for a violation of this policy, the party may appeal as provided by Section 4, Discipline, Protest, and Grievance Procedures, of the South Texas Youth Soccer Association Administrative Handbook.

(c) No soccer match will be allowed to start or continue if there is a UAS flown above or in the immediate area of the field. The referee will have full discretion to determine the area surrounding the field.

Adopted by the South Texas Youth Soccer Association Executive Committee: October 23, 2016

South Texas Youth Soccer Association Open Carry Policy

(a) The open display of any firearm or weapon at any South Texas Youth Soccer Association sanctioned competition, practice, meeting, or other event, other than by a licensed law enforcement officer, shall be considered a dangerous condition such as would preclude the safety of participants, officials, and spectators.

(b) No South Texas Youth Soccer Association member association shall permit the start or continuation of any South Texas Youth Soccer Association sanctioned game, practice, meeting or event if a dangerous condition exists under paragraph (a) of this Rule.

(c) Any designated official of a member association, or in the absence of such, the referee, shall be the sole judge of whether an open display is at the competition, practice, meeting or other event.

(d) Nothing in this rule shall be construed as limiting the referee's authority to abandon or delay a match.

Adopted by the South Texas Youth Soccer Association Executive Committee: October 23, 2016

South Texas Youth Soccer Association Inclement Weather Policy

This Inclement Weather Policy applies for all South Texas Youth Soccer Association sanctioned activities. This policy is intended to be a minimum requirement; more stringent policies at local organizations or facilities may apply. Monitoring weather conditions is the responsibility of game officials, coaches, tournament directors and Club administrators. Everyone should be aware of the potential dangers posed by different weather conditions and work together to keep the players and other participants as safe as possible. It is strongly recommended that Clubs purchase weather radios and lightning detectors and have them available for on-site monitoring. Coaches may wish to consider obtaining their own weather radios and lightning detectors.

Severe Storms

Severe storms can produce high winds, heavy rain, hail, lightning, thunder and tornados. If a severe storm approaches the playing area, the safety of the players must be the number one priority for coaches and referees, and may require that the game be suspended while shelter is sought. In the event the game is suspended; all participants must clear the field immediately and seek appropriate shelter.

Lightning and Thunder

Lightning can strike up to 10 miles away from a thunderstorm. The danger from lightning can persist for 30 minutes or more after a thunderstorm has passed. The National Weather Service does not issue watches or warnings for lightning by itself; however, the National Weather Service does advise that if you see a lightning bolt and hear the thunder in 30 seconds or less, you seek shelter immediately and wait 30 minutes before resuming outdoor activity. Should a lightning detector be available, it should be monitored regularly throughout the duration of the event. Activity should be suspended so that the fields can be cleared by the time lightning reaches 10 miles away from the event location. When lightning is observed as detailed above, all soccer activity must be stopped immediately. The fields must be cleared and all participants must seek shelter in a safe place such as a car or building. Keep car windows rolled up and avoid contact with metal and other conducting materials. Avoid open structures, tents, canopies, trees, and other unprotected areas. Soccer activity shall not resume for a minimum of 30 minutes following the last lightning or thunder observed.

STYSA Inclement Weather Guidelines

Monitoring weather conditions is the responsibility of game officials, coaches, tournament directors and Club administrators. Everyone should be aware of the potential dangers posed by different weather conditions and work together to keep the players and other participants as safe as possible.

VIII. Hot Weather

Heat becomes a problem when it prevents the body from cooling itself. The hotter the body gets, the more likely it is to increase fatigue levels, develop cramps and increase the possibility of heat exhaustion and heat stroke. The hotter and more humid the weather, the faster these problems can develop. Temperatures as low as 65 degrees, with a relative humidity of 100%, can be serious. Monitor the weather, temperature, and heat index frequently. The following adjustments are recommended during hot weather:

Heat Index	Recommended Adjustments
Up to 89°	No adjustments
90° - 99°	One two-minute water break per half with running time
100° - 105°	Two two-minute water breaks per half with running time
105°+	Suspend Play

Special Guideline for TOPSoccer

If the heat index exceeds 95 degrees, it is recommended that the practice or game be suspended immediately.

IX. Cold Weather

Like heat, cold weather can become a player safety factor. Field conditions will be affected by freezing rain, sleet and snow. The ground may become frozen and unsafe for play. Monitor the weather and temperature frequently. The following adjustments are recommended during cold weather:

Temperature*	Recommended Adjustments
46° and higher	No adjustments
36° - 45°	Allow additional clothing as detailed below
30° - 35°	Shorten games by 5 minutes per half Allow additional clothing as detailed below
29° and lower	Suspend games

*Temperature means the wind chill index or the ambient temperature if no wind is present (you should use the lower of the two temperatures for this purpose).

Additional Clothing

Players should be allowed to dress in appropriate clothing to accommodate colder temperatures.

Allowable Additional Clothing	Clothing Not Allowed
• Long sleeve shirt, sweatshirt, jacket *(must be worn under jersey so referee can see number)* • Long pants, tights, leggings, sweatpants • Gloves or mittens • Stocking caps without straps • Headbands, ear warmers • Additional socks (under uniform socks)	The following items present a safety hazard and should not be allowed to be worn during games: (d) Hooded sweatshirts and hooded jackets (e) Ear muffs (f) Scarves

STYSA Administrative Handbook – Section 16 – General Policies – Age Verification

Associations and Clubs may periodically audit and recertify birth dates as a best practice in maintaining databases and ensuring fair play. Coaches and parents should be aware that it may be necessary in a current season or in a future seasonal year for an Association or Club to request a review of an original form of acceptable birth verification documents for re-verification purposes. Please review STYSA rule 3.2.8 or the STYSA Registrar's Manual for the current list of acceptable birth verification documents.

For inter-Club or inter-association age verification requests, the requestor must submit an Age Verification Request Form to STYSA Membership Services. All age verification requests must be received from an Eligible Adult or Registered Coach as defined in Section 3 of the STYSA Administrative Handbook. All mandatory fields on the Age Verification Request Form must be filled out for the request to be processed.

10.0 STYSA POLICY ON HEADING THE BALL

Passed July 22, 2016, effective August 1, 2016

The South Texas Youth Soccer Association (STYSA) has adopted the following recommendations from the U.S. Soccer Concussion Initiative regarding heading the ball. All players and teams participating in STYSA-sanctioned activities are subject to this policy.

- Players on U11 and younger teams are prohibited from heading the ball in practices and games. If in the opinion of the referee a player deliberately heads the ball in a game, an indirect free kick (IFK) shall be awarded to the opposing team from the spot of the offense. If the deliberate header occurs within the goal area, the indirect free kick shall be taken on the goal area line parallel to the goal line at the point nearest to where the infringement occurred. If in the opinion of the referee a player does not deliberately head the ball, then play should continue.

- Players on U12 and U13 teams shall be allowed to head the ball during games. Heading the ball in practices, for U12 and U13 players, shall be limited to a maximum of 30 minutes per week with no more than 15-20 headers per player, per week.

- There shall be no restrictions on heading the ball for U14 and older players.

- Coaches should enforce these restrictions by the age group of the team according to the specified policies.

- Referees should enforce these restrictions by the age group of the team according to the specified policies. Referees will not be assessing the age of individual players on the fields; they will enforce the policy for the age group.

WHISTLEBLOWER POLICY

Adopted by the STYSA Executive Committee – 10/17/09

South Texas Youth Soccer Association (the "Organization") requires its directors, officers, employees and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities within STYSA. As representatives of STYSA, we must practice honesty and integrity in fulfilling our responsibilities and must comply with all applicable laws and regulations.

The purpose of this Whistleblower Policy is to create an ethical and open work environment, to ensure that STSYA has a governance and accountability structure that supports its mission, and to encourage and enable directors, officers, employees and volunteers of STYSA to raise serious concerns about the occurrence of illegal or unethical actions within STYSA before turning to outside parties for resolution. Notwithstanding anything contained in this Whistleblower Policy to the contrary, this Whistleblower Policy is not an employment contract and does not modify the employment relationship between STYSA and any of its directors, officers, employees or volunteers, nor does it change the fact that all employees of STYSA are employees at will. Nothing contained in this Whistleblower Policy provides any director, officers, employee or volunteer of STYSA with any additional rights or causes of action not otherwise available under applicable law.

Reporting Responsibility

All directors, officers, employees and volunteers of STYSA have a responsibility to report any action or suspected action taken within STYSA that is illegal, unethical or violates any adopted policy of STYSA ("Violations").

Anyone reporting a Violation must act in good faith, without malice to STYSA or any individual in STYSA and have reasonable grounds for believing that the information shared in the report indicates that a Violation has occurred. A person who makes a report does not have to prove that a Violation has occurred. However, any report which the reporter has made maliciously or

any report which the reporter has good reason to believe is false will be viewed as a serious disciplinary offense.

No Retaliation

No one who in good faith reports a Violation or who, in good faith, cooperates in the investigation of a Violation shall suffer harassment, retaliation or adverse employment consequences. Any individual within STYSA who retaliates against another individual who has reported a Violation in good faith or who, in good faith, has cooperated in the investigation of a Violation is subject to discipline, including termination of employment or volunteer status.

If you believe that an individual who has made a good faith report of a Violation or who has, in good faith, cooperated in the investigation of a Violation is suffering harassment, retaliation or adverse employment consequences, please contact the STYSA Compliance Officer.

Reporting Process

All directors, officers, employees, and volunteers should address their concerns relating to a Violation to any person within STYSA who can properly address those concerns. In most cases, the direct supervisor of an employee or volunteer is the person best suited to address a concern. However, if you are not comfortable speaking with your supervisor or if you are not satisfied with your supervisor's response, you are encouraged to speak to the Compliance Officer, to a designated board member or to anyone in management you feel comfortable approaching.

STYSA encourages anyone reporting a Violation to identify himself or herself when making a report in order to facilitate the investigation of the Violation. However, reports addressed to an individual within STYSA may be submitted on a confidential basis and reports may be submitted to the Compliance Officer anonymously.

Compliance Officer

A supervisor, manager and board member is required to notify the Compliance Officer of every report of a Violation. The Compliance Officer will notify the sender and acknowledge receipt of a report of Violation within five business days, but only to the extent the sender's identity is disclosed or a return address is provided.

The Compliance Officer is responsible for promptly investigating all reported Violations and for causing appropriate corrective action to be taken if warranted by the investigation.

The audit committee of the board of directors is responsible for addressing all reported concerns or complaints of Violations relating to corporate accounting practices, internal controls, or auditing. Therefore, the Compliance Officer must immediately notify the audit committee of any such concern or complaint. In addition, if the Compliance Officer deems it appropriate, the Compliance Officer may advise the Executive Director or the audit committee of any other reported Violations. The Compliance Officer has direct access to the board of directors and is required to report to the board of directors at least annually on compliance activity.

STYSA PROHIBITED CONDUCT POLICY

Adopted by the STYSA Executive Committee: May 16, 2018

This Policy applies to all South Texas Youth Soccer Association (STYSA) Board of Director members and employees and extends to all of our operations. This Policy also applies to conduct by any subcontractor, supplier, customer or third party and their employees in their dealings with STYSA employees.

South Texas Youth Soccer Association is committed to maintaining a work environment that is free from all forms of discrimination, including harassment, on the basis of any legally protected status. Accordingly, STYSA does not permit any form of unlawful harassment, discrimination or intimidation against its employees by anyone, including managers, supervisors, co-workers, executives, directors, officers, other employees, vendors, clients, customers or third parties. Protected status includes race, color, age, religion, marital status, sex, ancestry, national origin, citizenship, veteran's status, pregnancy, disability, sexual orientation, protected activity, or any other characteristic protected by federal, state or local law. The policy also prohibits harassment on the basis of the protected status of an individual's relatives, friends or associates.

STYSA is also committed to maintaining a work environment that is free from all forms of child sexual abuse, sexual misconduct, bullying and hazing.

Any violation of this Policy by an employee may subject the employee to disciplinary action. Appropriate action also will be taken against any subcontractor, supplier, or customer found in violation of this Policy.

X. Prohibited Conduct:

Harassment

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status. STYSA will not tolerate harassing conduct that affects tangible job benefits, that unreasonably interferes with an individual's work performance, or safety, or that creates an intimidating, hostile, or offensive working environment.

Among the types of conduct prohibited by this policy are epithets, slurs, negative stereotyping or intimidating acts based on an individual's protected status and the circulation or posting of written or graphic materials that show hostility toward an individual because of his or her protected status.

Prohibited conduct can also include jokes, kidding, or teasing about another person's protected status. While harassing conduct is unlawful only if it affects tangible job benefits and/or interferes unreasonably with work performance and creates an abusive or hostile work environment, this Policy forbids harassing conduct even when it does not rise to the level of a violation of law.

XI. Sexual Harassment

Sexual harassment deserves special mention. Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature constitute sexual harassment when:

- submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment;
- submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting that individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work performance and creating an intimidating, hostile, or offensive working environment.

Sexual harassment may involve individuals of the same or different gender. It may also occur between individuals of any employment status.

Examples of conduct which may constitute sexual harassment and are prohibited by this Policy include, but are not limited to

- unnecessary touching, patting, hugging, pinching, or brushing against a person's body;
- staring, ogling, leering, or whistling at a person;
- continued or repeated verbal abuse of a sexual nature;
- sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes;
- graphic or degrading comments about a person's clothing, body or sexual activity;
- sexually suggestive objects, cartoons, posters, calendars, or pictures in the workplace;
- suggestive or obscene letters, notes or invitations;
- harassing use of electronic mail, electronic or instant messaging, or telephone communication systems; or
- other physical or verbal conduct of a sexual nature.

STYSA prohibits managers and supervisors from threatening or insinuating, either explicitly or implicitly, that an employee's submission to or rejection of sexual advances will in any way influence any personnel decision regarding that employee's wages, assigned duties, advancement, evaluation, shifts, career development, or any other condition of employment.

Racial, Religious, or National Origin Harassment

Racial, religious, or national origin harassment deserves special mention as well, and is expressly prohibited by STYSA. Racial, religious, or national origin harassment includes any verbal, written, or physical act in which race, religion, or national origin is used or implied in a manner which would make a reasonable employee uncomfortable in the work environment or which would interfere with the employee's ability to perform the job. Examples of race, religious or national origin harassment may include, but are not limited to:

- jokes, which include reference to race, religion, or national origin;
- the display or use of objects or pictures which adversely reflect on a person's race, religion, or national origin; or
- use of pejorative or demeaning language regarding a person's race, religion, or national origin.

Child Sexual Abuse

Any sexual activity with a child is prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception or the child understands the sexual nature of the activity.

Sexual Misconduct

Any sexual interaction between an employee and an individual with evaluative, direct or indirect authority is prohibited. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative. This section does not apply to a pre-existing relationship between two spouses or life partners.

XII. Bullying

Intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership are prohibited. Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

XIII. Hazing

Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members are prohibited. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

Procedures for Complaints, Investigations and Corrective Action

All employees are responsible to help assure that we avoid misconduct. No one is exempt from this Policy. STYSA cannot act to eliminate misconduct unless it has notice of the conduct. Furthermore, STYSA Board of Directors and employees are responsible to help assure that the work environment, on or off-premises, is free from harassment. All Board members and employees have an obligation to promptly report any and all allegedly harassing conduct they are the subject of, that they learn of, or that they witness. Our Policy provides for immediate notice of problems to the persons designated in this Policy so that we may address and resolve any problems as quickly as possible.

A Board member or employee must report the harassing conduct to either:

- The person to whom you report (supervisor or manager);
- Department Head;
- STYSA Legal Counsel;
- The Executive Director; or
- STYSA President.

If the employee feels uncomfortable going to his or her supervisor with the complaint, he/she must report the matter to any other member of management as designated above. This Policy does not require reporting the misconduct to any individual who is creating the harassment or discrimination.

All complaints and reports will be promptly investigated. All Board members and employees have an obligation to cooperate in any investigation of a complaint of misconduct, including providing any and all information concerning the complaint. Failure to do so may be a violation of this Policy. In determining whether an individual's alleged conduct constitutes a violation of the Policy, the investigator will impartially look at the totality of the circumstances, which includes the nature of the misconduct and the context in which it is alleged.

If an investigation confirms that a violation of the Policy has occurred, STYSA will take prompt corrective measures. These measures may include, but are not limited to, an oral or written warning or reprimand, counseling, suspension, or discharge of the employee engaging in such misconduct. Such disciplinary actions will be noted in the employee's personnel file.

STYSA's Prohibited Conduct Policy offers its employees greater protection from harassment than does the law. Consequently, employees who are found to have violated STYSA's Prohibited Conduct Policy shall be subject to corrective action, discipline or termination, even in cases where applicable laws may not have been violated and without regard to whether the conduct constitutes a violation of the law.

An employee wishing to file a complaint outside STYSA may contact either the Equal Employment Opportunity Commission or the fair employment agency in Texas.

Confidentiality

Complaints of harassment, investigation of complaints of harassment, and any corrective action taken in response will be kept confidential, except as disclosure is necessary to perform STYSA's investigation, and to inform the alleged victim of harassment of the outcome of any investigation.

No Retaliation

STYSA prohibits reprisal or retaliation against a board member or employee for filing a good faith complaint of harassment, for supporting or assisting, in good faith, another Board member or employee in pursuing a complaint or in assisting in the investigation of a complaint. Board members and employees must report incidents of retaliation on the same basis as they are to report incidents of harassment. STYSA will not retaliate or discriminate against any employee for exercising, in good faith, any rights under this Policy. Retaliation is a violation of this Policy.

False Claims

Investigations of good faith claims may properly result in findings that include violations of the policy, no violation of the Policy, or inconclusive findings. However, any board member or employee who falsely claims sexual misconduct or provides false information in an investigation will be subject to disciplinary action, up to and including discharge.

Training and Education

All STYSA Board members and employees must successfully complete the SafeSport training or Refresher courses every two (2) years. The SafeSport training can be accessed at https://safesport.org/training.

Sexual Abuse or Misconduct

The investigation and adjudication of matters involving allegations or reports of sexual abuse or misconduct, or other violations of this Prohibited Conduct Policy that involve prohibited conduct that is reasonably related to and accompanies an alleged violation involving sexualized behavior by Covered Individuals are subject to the jurisdiction of the United States Center for Safe Sport ("USCSS") in accordance with the requirements of the USOC and as set forth in the USCSS Bylaws or other USCSS governing documents. "Covered Individuals" are those athletes who directly register with STYSA and U.S. Soccer (not including professional athletes playing with a professional league sanctioned by U.S. Soccer) and those who are appointed or authorized by STYSA to oversee those athletes; this would include coaches, administrators, medical personnel and the like. Rules and procedures to be followed by STYSA in dealing with allegations or reports of sexual abuse or misconduct, and the enforcement of discipline or other sanctions issued by the USCSS, are set forth in the applicable SafeSport policies and disciplinary procedures of the USCSS, U.S. Soccer, and/or STYSA.

XIV. STYSA Anti-Bullying Position Statement

STYSA expects that all members of the soccer community will treat each other in a civil manner and with respect for differences. To reinforce that expectation, STYSA does not condone any form of bullying at STYSA-sanctioned activities. This commitment is a part of our efforts to provide a supportive and fun environment for players, coaches, parents, and referees. The intent is to prevent and eliminate all forms of bullying and other harmful and disruptive behavior that can impede the well-being of our members.

Any player or parent of a player who believes that the player or another player has experienced bullying or that a player has engaged in bullying is encouraged to immediately report the incident to their coach, Club, Member Association and/or STYSA. Retaliation against anyone involved in the complaint process is prohibited.

Definition of Bullying:
According to the U.S. Department of Health & Human Services and the Stop Bullying program, “Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.”

Bullying may occur in many forms and not limited to the examples below.

- **Verbal** bullying includes teasing, name-calling, taunting, or threatening to cause harm.
- **Physical** bullying includes hitting, kicking, pinching, spitting, tripping, pushing, taking or breaking someone’s things, or making mean or rude hand gestures.
- **Social** or **Relational** bullying happens when someone is left out on purpose, someone tells kids to not be friends with someone, a child spreads rumors about another kid, or a child intentionally embarrasses another child in public.
- **Cyber** bullying includes the use of electronic communication tools such as social media sites, text messages, chat and websites, typically by sending messages of an intimidating or threatening nature.
- **Hazing** takes these same activities of harassment, abuse or humiliation and uses them as a way of initiating a person into a group or a team.

Difference between Conflict vs. Bullying:
Conflict is a mutually competitive or opposing action or engagement, including a disagreement, an argument or a fight which is a normal part of human development. Bullying is one-sided, where one or more individuals are victims of another person(s) aggression, which is intended to physically or emotionally hurt the victim(s).

SOUTH TEXAS YOUTH SOCCER RISK MANAGEMENT PROGRAM

AGREEMENT OF CONFIDENTIALITY

In accordance with federal and state laws, rules and regulations, I _____ will neither confirm nor deny the existence of any client information or confidential information on a specific individual obtained as a result of my volunteer work or employment with the South Texas Youth Soccer Association (STX Youth Soccer) or its Member Associations and/or their Clubs to any person not involved in the development and operation of the Risk Management program of the South Texas Youth Soccer. I understand that it is unlawful for any person to disclose, or use, any information concerning persons revealing personal information, including social security numbers and driver's license numbers and information contained herein in the STX Youth Soccer Adult Registration Form, information which may be directly or indirectly derived from these forms.

As a volunteer or employee of STX Youth Soccer and its members or sub-members, I understand that I will have access to information resources that are confidential in nature. I understand that all information and data processing systems to which I am given access are only to be used for the conduct of activities authorized by the Risk Management Program of STX Youth Soccer. Furthermore, the use of these resources must be conducted according to the policies, standards, and procedures instituted by STX Youth Soccer. I understand that unauthorized use of information resources constitutes a violation of State and Federal laws. In addition, I understand that unlawful disclosure of information obtained as a result of my volunteer work or employment will result in possible Discipline and Protest misconduct action or my immediate dismissal, as well as possible criminal and civil actions being levied against me.

Association Name _____

Club Name _____

Volunteer's Signature _____

Printed Name _____

Date Signed _____

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