

Avengers Recreational Rules and Procedures

Registration:

Registration will be the Month of March for the Spring Season with the season starting the end of April to early May. And Month of July for the Fall Season with the season starting end of August to mid October.

Fees and Costs:

The cost for Avengers Recreational league fee will be \$27.50 per player with a yearly fee of \$22.50 to the state of Wyoming for Wyoming Soccer. Uniforms also must be purchased for \$35.

Financial Aid:

Aid is available to any player based on financial need. Financial aid is provided by waiving a portion of a player's annual Avengers fees. 1. No monetary payments will be made to a player. 2. All requests for financial aid will be presented to the Board and will be handled discreetly. 3. An application from the player and/or parents of the player must be submitted to the RSASC Registrar at least one week prior to tryouts to be considered by the Board. 4. Additional information may be requested by the Board before a decision is made. 5. Those requesting financial aid may be required to volunteer their time during RSASC sponsored events in addition to team duties, in order to fulfill the scholarship requirements.

Team Formation:

Players remain with same coach unless request to have a different coach

U6 Division will play 4v4 no keeper (if amount of players are available)

U8 Division will play 4v4 no keeper (if amount of players are available)

U10 Division will play 7v7 with a keeper (if amount of players are available)

U12 Division will play 9v9 with a keeper (if amount of players are available)

U14 Division will play 9v9 with a keeper (if amount of players are available)

Player Equipment:

Each player must wear shin guards, fully covered by socks. Soccer cleats or tennis shoes must be worn

All players must wear official league uniforms, with shirts tucked in to start the game

No jewelry, baseball hats or hard hair ties will be worn during the game

General Guidelines for all levels

- No official score is kept.
- All players must play at least half of the game
- Substitutions only enter the field of play at the halfway line and only during a stoppage of play. Example: Goal Kick, Throw-in, kick-off.
- Discuss with the Referee before the game about notifying him/her regarding substitutions.
- Visiting team starts the kickoff of the game.
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Uniform Colors- Home team will wear white jersey with white socks and away team will wear red shirt with red socks

Playing time- each player will play at least 50% of the game

Age Group Guidelines:

U4- No formal games or score keeping. Each practice will be set up for basic fundamentals of dribbling, passing and shooting.

U6

- Size 3 ball - Games will be 5v5 (4v4 if we don't have enough players) - Subs only on stoppage - Each player must wear shin guards, fully covered by socks. Soccer cleats or tennis shoes must be worn - All players must wear official league uniforms, with shirts tucked in to start the game - No jewelry, baseball hats or hard hair ties will be worn during the game - All players shall play a minimum of 50% of the game - The U6 will have 2 15 min halves - Coaches will ref their own games - There are no goalies - Balls that go out of bounds will restart with kick ins only, no throw ins - There is no offsides violations - Slide tackles are not permitted - No heading!!!! - Rescheduled games must be approved by the age group coordinator - NO GO ZONE o No one is allowed inside the yellow circle, if you are on defense you cannot defend and you can not shoot on goal inside the circle.

U8

Size 4 ball - Games will be 4 v 4 with no goalie - Subs only on stoppage - Each player must wear shin guards, fully covered by socks. Soccer cleats or tennis shoes must be worn - All players must wear official league uniforms, with shirts tucked in to start the game - No jewelry, baseball hats or hard hair ties will be worn during the game - All players shall play a minimum of 50% of the game - The U8 will have 2 20 min halves - The U8 games will be played on U7 field 1 and 2 - Coaches are not allowed on the field during games - Starts and restarts: Opponents must be 5 yards away from all kickoffs, goal kicks, free kicks and corner kicks - A center referee must be present before play can begin - Balls that go out of bounds will restart with throw ins, illegal throw in will result in 2 more tries before loss of possession - During goal kicks all players of the defensive team must retreat behind the first "retreat" line and are not allowed to enter the zone until the ball has been touched by one offensive player - There is no offsides violations - Slide tackles are not permitted - No heading!!!! - Rescheduled games must be approved by the age group coordinator

U10

- Size 4 ball - Games will be 7v7 with goalkeeper (6v6 if we don't have enough players)
- Subs only on stoppage - Each player must wear shin guards, fully covered by socks. Soccer cleats or tennis shoes must be worn - All players must wear official league uniforms, with shirts tucked in to start the game - No jewelry, baseball hats or hard hair ties will be worn during the game - All players shall play a minimum of 50% of the game
- The U10 will have 2 25 min halves - Coaches are not allowed on the field during games - Starts and restarts: Opponents must be 5 yards away from all kickoffs, goal kicks, free kicks and corner kicks - A center referee must be present before play can begin - Balls that go out of bounds will restart with throw ins, illegal throw in will result in 2 more tries before loss of possession - During goal kicks all players of the defensive team must retreat behind the first "retreat" line and are not allowed to enter the zone until the ball has been touched by one offensive player - Drop kicks by the goalie are not allowed to cross midfield without bouncing first. Restart is a dead ball at the midfield stripe - Offsides will be enforced leniently. Every attempt should be made to explain this rule first and ONLY punish constant and flagrant offenses - Slide tackles are not permitted - No heading!!!! - Rescheduled games must be approved by the age group coordinator

U12

- Size 5 ball - Games will be 9v9 with goalkeeper (8v8 if we don't have enough players or if it is too crowded) - Subs only on stoppage - Each player must wear shin guards, fully covered by socks. Soccer cleats or tennis shoes must be worn - All players must wear official league uniforms, with shirts tucked in to start the game - No jewelry, baseball hats or hard hair ties will be worn during the game - All players shall play a minimum of 50% of the game - The U12 will have 2 25 min halves - Coaches are not allowed on the field during games - Starts and restarts: Opponents must be 5 yards away from all kickoffs, goal kicks, free kicks and corner kicks - A center referee must be present before play can begin - Balls that go out of bounds will restart with throw ins, illegal throw in will result in loss of possession - During goal kicks all players of the defensive team must retreat behind the first "retreat" line and are not allowed to enter the zone until the ball has been touched by one offensive player - Drop kicks by the goalie are not allowed to cross midfield without bouncing first. Restart is a dead ball at the midfield stripe - Offsides will be enforced. Every attempt should be made to explain this rule first before the first enforcement - Slide tackles are not permitted - No heading!!!! - Rescheduled games must be approved by the age group coordinator

U14

- Size 5 ball - Games will be 9v9 with goalkeeper (8v8 if we don't have enough players or if it is too crowded) - Subs only on stoppage - Each player must wear shin guards, fully covered by socks. Soccer cleats or tennis shoes must be worn - All players must wear official league uniforms, with shirts tucked in to start the game - No jewelry, baseball hats or hard hair ties will be worn during the game - All players shall play a minimum of 50% of the game - The U14 will have 2 25 min halves - Coaches are not allowed on the field during games - Starts and restarts: Opponents must be 5 yards away from all kickoffs, goal kicks, free kicks and corner kicks - A center referee must be present before play can begin - Balls that go out of bounds will restart with throw ins, illegal throw in will result in loss of possession - During goal kicks all players of the defensive team must retreat behind the first "retreat" line and are not allowed to enter the zone until the ball has been touched by one offensive player - Drop kicks by the goalie are not allowed to cross midfield without bouncing first. Restart is a dead ball at the midfield stripe - Offsides will be enforced. Every attempt should be made to explain this rule first before the first enforcement - Slide tackles are not permitted - No heading!!!! - Rescheduled games must be approved by the age group coordinator

Guest Players: Players that are filling in for another team must be approved by the opposing coach. The player must be registered with the league.

Player Transfers:

Use paragraph from draft 2

No player poaching during Fall or Spring seasons(Define season dates)

All player movement must be approved by the RSAEC

Referee:

U6 Coach refereed

U8-U14 Each match is controlled by a referee who had FULL authority to enforce the Laws of the game in connection to the match to which he has been assigned

Playing Up or Down:

To request a player be allowed to “play up”, a written request from the player’s parent or guardian should be submitted to the appropriate Director. Supporting evaluations of the player’s skills and readiness by the player’s current coach, Age Coordinator, and/or the Director of Coaching and Player Development are also required. The Director will review the request and evaluations and act in the best interest of the player’s development. Appeals of the Director’s decision may be made to the Vice President who will have final authority.

Please note the following:

1. Requests for placement out of age division for matters of “convenience” (e.g., sibling/friend placement, carpooling, etc) will not be considered.
2. Preference is given to age-appropriate players. That is, a player seeking to “play up” should not prevent an age-appropriate player from participating at an appropriate level.

Playing down

It is the view of the Avengers Recreational Board of Directors that player development is generally best served by having players play with others of similar skill and age and typically discourages requests to “play down” in age division. However, any such requests will be considered using the same procedure as described above for “playing up.” Please note that such requests can only be considered for Recreation Division players.

Uniforms and Equipment:

All Avengers Recreational registered teams shall wear uniforms sanctioned by the club, including official club jerseys. All players must wear soccer cleats and shin guards at all times during games or practice. Baseball cleats with a toe cleat are prohibited. Nothing

can be worn (earrings, watches, loose jewelry, rings, bracelets etc) which might jeopardize the health or safety of any player on the field

Coaches and Volunteers:

The Avengers organization has set a goal to provide the best soccer experience possible to players. The Coaches Code of Conduct & Pledge and the enforcement of the code of conduct outlined in the RSASC By-Laws are the building blocks of the Avengers Coach. The RSASC recognizes that without our coaches and volunteers we would cease to exist. As such, the Avengers will steadfastly support their coaches in every way possible and will provide them with the tools and the backing they need to succeed. Coaches will be evaluated on an ongoing basis by the Director of Coaching and on an annual basis based upon feedback from parents, other coaches, the Director of Coaching and the Disciplinary Committee. Coaches who fail to meet the standards required by the RSASC will be subject to a Board approved improvement plan. While coaches are expected to do their best to field a winning team, the coaches' primary goal must be to promote the development of Avengers' players primarily and in a safe and healthy manner. To ensure the safety of our players as well as to ensure a higher standard of coaching, any individual that wishes to interact with the players or coach in any capacity must be approved by the Board. An up to date list of all Board approved coaches and volunteers will be made publicly available. Anyone who is not on the Board approved list of coaches and volunteers is forbidden to have unsupervised interaction with the players at Club activities. Any concerns about a coach's ability or concerns about their behavior should be addressed directly to the Director of Coaching or the President of RSASC. Volunteer Disclosure Statement (Background Checks) The Volunteer Disclosure Statement (VDS) is required by USYS, WYS and RSASC for all coaches and volunteers of the RSASC. The information is necessary for the protection of the organization, its members and players by allowing the procurement of legal reports. An original VDS shall be filled out and submitted with the original coaching application and updated every two years. Information will be provided on how to complete the VDS. All adult volunteers, coaches and administrators and anyone else who may have contact with the players shall register with the RSASC and are required to fill out the VDS. An additional background check for coaches may be required to be submitted electronically by WYS. If so, every coach will be required to do so.

2 coaches per assigned team

All Coaches and team volunteers must complete all state mandated courses and background check.

If a team coach is not available to coach a game, this coach is responsible for finding another qualified coach in the league.

Coach Policies and rules

Policies Coaches shall manage play within the Laws of the Game. Sportsmanship shall be demonstrated by the coaches (i.e. managers, coaches, assistant coaches and trainers) during all Club soccer functions. Coaches should be a voice of encouragement, support, and guidance. Coaches are expected to be leaders of their teams and as such should set the tone and example for play. Players should feel that they can trust and confide in their coaches. Coaches are expected to look out for the physical and mental well-being of their players while under their supervision at Club soccer functions. Language — It is understood that coaches must instruct and discipline players which often may occur at elevated voice levels depending upon the situation, but it must not be done in a demeaning or degrading manner. Coaches should never use profanity and should always refrain from insulting or derogatory remarks during games or practices. All coaches will experience times when there will be disagreements with officials, parents, or even players that will lead to frustration and anger, but it is important not to resort to addressing players with profane or insulting language. Such use of profanity or insulting language is considered a violation of the Code of Conduct. Addressing officials using profane and insulting language shall be subject to the Laws of the Game as well as being a violation of the Club Code of Conduct. Addressing other Club members using profanity or insulting/derogatory language is considered unsportsmanlike behavior. Fighting —Coaches shall not engage in any form of physical or verbal intimidation or fighting with players, parents, other coaches, referees, or Club members during Club soccer functions. Such actions are also violations of the Code of Conduct. Discipline — Coaches are expected to maintain discipline and promote adherence to the Code of Conduct as well as strive to play in a sporting manner. Coaches are the on-the-field representatives of the Club and their teams and are to manage players and parents to the best of their ability under the Laws of the Game and under the Code of Conduct. Coaches may institute specific team rules regarding player conduct, practice attendance, playing time, parent involvement, and sportsmanship that are more extensive than the Code of Conduct, but never shall such team rules be in conflict with this Code of Conduct. Coaches are expected to treat all players fairly. Application of all team rules and procedures must be uniform and unbiased, no player or group of players shall be targeted with special rules. Reputation – RSASC cannot dictate how a coach or trainer lives their lives away from Club functions. It is important however for all members of RSASC to keep in mind how their actions can affect the Club, their team and their standing. RSASC maintains the right to investigate any reports of criminal or questionable behavior and to use their findings to evaluate a coach's standing with the Club. Rules

1. RSASC is to have volunteer coaches. Their time and effort are essential to achieving the club's goals and are greatly appreciated.

2. Coaches are expected to act responsibly in all circumstances.
3. Coaches must adhere to the philosophy that proper development of our youth as individuals and soccer players is more important than winning.
4. Good sportsmanship will be demonstrated and taught at all times.
5. The amount of time player's play during games is within the discretion of the head coach. Especially in younger age groups, coaches should attempt to give all players quality playing time, considering attendance, conduct at practices and other 20 applicable circumstances.
6. Coaches are responsible for the conduct of parents and others attending games and for the players on their teams.
7. Coaches receiving misconduct reports from referees may be requested to address the executive board.
8. Fines assessed against the club for forfeits and other avoidable conduct of a coach may, but need not, be assessed against the coach by majority vote of the executive board.
9. Coaches must follow all rules regarding recruitment of players from outside the club and must never recruit players from existing Avengers' teams.
10. The current coach of an existing team will retain the position unless they have resigned or been removed by Board vote.
11. In cases where two teams are combining within a combined age group or to form a Co-Ed team, the coach with the majority of the returning players will retain the Head Coach position unless agreed upon by both coaches involved.
12. Any disputes over this policy will be decided by Board vote.
13. RSASC must select and approve new and replacement coaches for each team in the organization.
14. Coaching candidates are required to submit an application to coach and a resume' to the RSASC Board.
15. Applications are to be submitted before May (prior to the upcoming fall season) and before January (for the upcoming spring season).

16. Applications should include all pertinent information such as coaching experience, licenses, clinic/classes, work with youth and any other information necessary for a fair evaluation.

17. Applications will be evaluated by the RSASC Board Members of the prior season. Additional information may be considered by the board when approving coaches, such as the volunteer disclosure form information, compliments or complaints by parents, referees etc.

18. For confidentiality, the registrar will verify that each coach's background check is acceptable and will notify any denied applicants of the decision.

Head Coach

1. Head Coaches are responsible for every aspect of their team and will abide by the Avengers' policies, rules and bylaws at all times.

2. Head Coaches may delegate such duties as communication, documentation etc. but will be ultimately accountable for the operation of their team.

3. Head Coaches are expected and encouraged to develop and enforce their own standards of discipline and attendance as long they are not contradictory to the bylaws, rules and policies of the RSASC, WYS or USYS.

4. Whenever possible, it is preferential that Head Coaches who are named for each new team remain with that team for the length of its existence.

5. Prospective Head Coaches will either apply for open positions or be recommended by the Coaching Director or a Board member.

6. If a parent or guardian questions the selection of a coach the assignment shall require approval by the executive board.

Criteria for selection will be:

1. Experience as a coach, including any coaching licenses

2. Experience is not required, especially for coaching younger age group and secondary teams.

3. Experience as a soccer player

4. Willingness to learn by taking coaching courses and other educational measures

5. Demeanor

6. How closely their philosophy matches the philosophy of the Club.

All coaches are required to abide by and adhere to the Coaches Code of Conduct.

Assistant Coach(s)

1. Assistant coaches are a vital member of the team and should support the team and the Head Coach with their time, presence, knowledge, suggestions and ideas.

2. There can be up to three (3) assistant coaches per Avengers team.

3. Assistant coaches must support the policies, procedures and philosophies of the head coach and support the adherence of them by the team.

4. Assistant coach(s) may be appointed by the head coach but must be approved by the Board before they participate in team activities.

5. Assistant coaches will retain their position at the Head Coaches discretion and can be removed from that position at any time if so directed by the Head Coach.

6. Assistant coaches must submit and pass a volunteer disclosure form.

7. Assistant coaches must have a coach's card in order to be on the player side of the field.

8. Unless otherwise granted permission by the Head Coach or the Board, Assistant Coaches are to refrain from making decisions that supersede those of the Head Coach concerning the players, policies, procedures and philosophies that guide their team.

9. Assistant coaches are encouraged to obtain their "E" level license during their first year of coaching and are required to obtain their "F" level license before they can participate in practices or games.

Responsibilities and Standard of Conduct:

The RSASC is a not-for-profit organization operated by member volunteers who work to promote soccer as a competitive youth sport on a local, regional and statewide basis. With competitive play, there is a heightened need to promote and maintain basic levels of sportsmanship and camaraderie between players, parents, and coaches. Being part of the RSASC, as a Board member, parent, player, coach or volunteer should be considered a privilege and it is understood that with such privilege comes responsibility. It is the responsibility of all RSASC members to conduct themselves in a manner that is courteous, friendly, and sporting while participating in or observing Club functions.

Adherence to these rules and guidelines as well as the Code of Conduct will promote sportsmanship, camaraderie, and friendship among RSASC members. In an effort to better define and educate members on what are the responsibilities of its members while participating in Club soccer functions the following Rules are to be adhered to by all participants. Rules for Players and Parents The Laws of the Game as defined by the Fédération Internationale de Football Association (FIFA) shall be followed while playing soccer. Other laws, rules and regulations enacted by the RSASC and Wyoming Youth Soccer (as our state sanctioning body) shall be adhered to as well. The following is a set of rules and guidelines for players and parents. These are meant for guidance and not meant to supersede the signed player/coach/parent Code of Conduct agreements required by the Club. Most minor violations of the rules, code of conduct or Player/Parent/Coach Agreement should be resolved within the team, through the team manager and team coach. Serious or unresolved violations will be reported to the RSASC Board or the President, who will then involve the Disciplinary Committee if deemed necessary. The Disciplinary Committee can choose to review the situation to the final determination of what action, if any, may be appropriate. If action is necessary, the available options range from a caution, warning or personal apology to probation, service work, suspension from playing or attending games, or as a final step, expulsion from the Club. Drugs, Tobacco and Alcohol First, and foremost, RSASC is a drug, tobacco, and alcohol-free organization. Any use of controlled substances, tobacco, or alcohol by a member in an illegal manner at any time is strictly forbidden and is a violation of the Code of Conduct. Use of illegal drugs, tobacco or alcohol by a Club member while participating in a Club soccer function will warrant disciplinary actions including that could result in season suspension or expulsion. A Club function will be defined as any game, practice, scrimmage or meeting and any gathering in which more than 50% of your team (players) are present. Team dinners and parties at which liquor is served are not sanctioned by the RSASC and any liability resulting from any such event is the sole responsibility of the event's host(s).

Player:

All players shall compete in a sporting manner. Good sportsmanship shall be demonstrated by players at all times when participating in Club functions (e.g. matches, practice, and tournaments). Language — use of foul language, profanity, or insulting remarks at practice or on the sidelines is unsportsmanlike behavior. Harassing others by word or action (e.g. bullying), or knowingly making false accusations against other players, coaches, or Club members is unsporting behavior. Dissent (e.g. argumentatively challenging a referee or coach), is unsportsmanlike behavior. Fighting — physically striking, pretending to, or attempting to strike a teammate, opponent, official, coach or member with a fist, hand, foot, head or body with the intent to inflict pain or intimidation, not within the laws of the game, is prohibited. Bullying, either

physically or verbally, is prohibited. Such actions are considered violations of the Code of Conduct. Apparel — appropriate sports apparel is expected to be worn during soccer functions. Clothing not intended as sports apparel shall not be worn at soccer functions. Apparel that expresses foul language, insults, gang affiliation, or derogatory racial comments are not to be worn and are considered unsportsmanlike behavior.

Reasonable levels of modesty should be adhered to when choosing and wearing sports apparel at soccer club practices and matches. Shorts must cover undergarments (this is a FIFA law of the game) and female tops should cover and support as intended. Club team uniforms are to be worn at all scheduled and organized soccer matches. Team Responsibilities – A player's first responsibility is to his/her primary Avengers team. Any additional commitments or affiliations (including 307, ODP and Guest Play) camps or practices will be secondary to the primary team. A player may only participate in secondary soccer functions after given permission by his coach. A player who repeatedly misses practices, games, functions due to secondary commitments or affiliations may be disciplined or suspended and could lose their spot on the active roster.

Parent:

Parents of players or those volunteers working with the Club as Board members, coaches, referees, or Club officials are all members of the Club. As members, there is an expectation that sportsmanship will be demonstrated when participating in Club soccer functions. Parents are reminded that as members it is also their responsibility to help other family and friends that participate in Club 24 soccer functions to promote and maintain a demeanor of good sportsmanship. Members should provide support and encouragement to players and coaches at soccer games and practices and strive to demonstrate exemplary actions of sportsmanship while participating in Club soccer functions. Language — use of profanity should be avoided. Profanity, insulting or derogatory remarks directed at players, coaches, Club members, opposing teams or officials is generally considered unsportsmanlike behavior. Cheering for the Club teams is encouraged but criticism of officials, coaching by parents from the sidelines, use of inappropriate language, and similar intrusive behavior will not be tolerated. Over indulgence of any of these discouraged forms of behavior is cause for disciplinary action which could include probation or suspension from club activities (practices and games). Fighting — Club members shall not engage in any form of physical or verbal intimidation or fighting with players, coaches, referees, Club members or opposing team members during Club soccer functions. Such actions are violations of the Code of Conduct.

24 hour rule: If there is a conflict between a parent and a coach the 24 hour rule will be put in place. Neither the coach or the parent will discuss the conflict until at least 24

hours have passed. At that point the coach and parent can set up a meeting that fits both parties schedule to discuss the conflict.

Violations of the Code of Conduct:

Actions that can be described as violations of the Code of Conduct are generally those type of actions that display a complete disregard of the principles of good sportsmanship. Violations that involve fighting would generally require the participant to “sit out” a match or a week of practice and a match. Violations of abusive language will warrant a warning from the coach. If the behavior continues after a coach’s warning it shall be reported to the Board and disciplinary action may be pursued. Depending on the circumstance, persons involved, and the nature of the language abuse, a suspension may be appropriate and the disciplinary action would require the member involved to “sit out” a week and/or miss a match. A coach striking a player would warrant immediate suspension and possible expulsion from the Club. The severity or circumstances of the infraction would determine the severity of the disciplinary action. Repeated violations of the Code of Conduct by a Club member may warrant possible suspension from Club soccer functions for a season. This would include players or coaches receiving multiple red card violations pursuant to the Laws of the Game during the course of a season. If such violations are so flagrant or often repeated it may warrant banishment from the Club. Banishment is considered to be extreme and uncommon.

Unsportsmanlike Behavior:

Actions that can be described as unsportsmanlike behavior should be avoided. When such actions are overt, repeated, or deliberate, they should involve some form of discipline. Repeated unsportsmanlike behavior implies a similar disregard for Club as a violation of the Code of Conduct and should involve disciplinary actions that could involve suspension. If unsportsmanlike behavior offenses continue even after warnings, probations or short-term suspensions, there would be cause for consideration of a suspension for the season or even banishment from the Club.

Disciplinary Procedures and Penalties:

The Rock Springs Avengers Soccer Club shall appoint a Disciplinary Committee (DC). The DC shall have jurisdiction to act on any disciplinary matter in which the By-Laws or the Rules and Procedures of the RSASC may have been violated and on any incident that may be deemed “not in the best interest of the club” or bring RSASC into disrepute. The DC shall have the authority to consider all available information in any form regarding a disciplinary matter. The DC is empowered to conduct hearings in order to investigate alleged misconduct. 1. The DC shall be chaired by the Vice President. 2.

The Vice President shall mediate the DC but will not have a vote in open matters. 3. The DC shall be made up of volunteer board members. 25 4. For any issue requiring the DC to convene the Vice President shall choose a minimum of 3 members but no more than 5 to sit in active committee. The members selected to participate in the open matter will be the only ones allowed to vote on the issues before them. 5. Any incident or misconduct must be reported in writing to the RSASC within 60 days of the incident. 6. The DC shall have the discretionary power to establish the penalties applied to participants. Any penalty established by the DC for a specific matter may, after a hearing, be reduced or increased by the DC. 7. The DC is authorized to set specific periods and conditions of probation and to establish penalties violations. 8. No information regarding the complaint or possible discipline shall be made public by the DC. Once a decision has been made the results shall be reported to the Board and it will be their responsibility to inform the parties involved of the outcome. All matters before the DC shall be considered private and be handled discreetly.

Grievance Policy - Concerns, Protests & Appeals

Should a player, a parent, or other party have a concern about a disciplinary action the issue should be addressed by written notice, submitted to the President or the RSASC Board. 1. A committee of at least 3 RSASC members will be appointed to review the concern and the involved parties will be contacted for information on the incident within 10 days of the written notice. The committee will need to gather all of the information pertaining to the concern, within 20 days of the notification to all parties. 2. If a hearing is required, the committee will notify the parties involved 7 days in advance of the hearing date. Persons wishing to address the committee shall notify the committee within 4 days of the hearing. 3. Each person is allotted 10 minutes to address the committee. If any person cannot attend, they will be allowed to submit a written statement. 4. The committee members will meet and will render their decision by written notice to all parties involved. The decision will be presented at the next board of directors meeting and will be noted in the board meeting minutes. 5. If the decision of the Committee determines that suspension from RSASC is warranted, then the board will take into consideration the period of suspension recommended by the committee and implement the decision. The decision may also include follow-up meetings and/or observations as to the probation period, before the incident is resolved and reinstatement has occurred. 6. Any decision rendered by the committee may be appealed to the RSASC Board. A written appeal of the committee's decision must be received or post marked within 7 days of the decision. 7. The RSASC Board will review the information and follow the time table above to render a decision at the next available board meeting. The RSASC Board decision will be final.

