

Rock Springs Avengers Soccer Club – Competitive Division
Standing Rules and Policies
(Revised June 2024)

The Rock Springs Avengers Soccer Club, Inc. (herein the “Club”) is a non-profit corporation consisting of a recreational, competitive and adult division. The purpose of the Competitive Division of the Rock Springs Avengers Soccer Club (herein “RSASCCD”) is to provide a positive, enjoyable experience in an organized competitive team sport. The RSASCCD teams allow for the advancement, development of skills and further the spirit of competition by allowing players to become associated with teams that play in a more competitive setting.

It is the goal of the RSASCCD to focus on developing the finest soccer players, while fielding the most competitive teams in Wyoming. The Avengers program strives to produce and develop outstanding soccer athletes who demonstrate excellence both individually and in a team environment through their personal commitment to the game of soccer.

The Avengers strive to offer the best coaching possible, to develop players’ skills to the best of their ability, and to field teams capable of competing at the highest levels of soccer play. The Avengers shall promote competitive team soccer in a positive manner; good sportsmanship and team play are taught and required constantly.

The Avengers teams are traveling competitive teams that are formed to allow individuals to participate in competitive team play throughout the US Youth Soccer organization. Avengers teams participate in USYS and/or WYS and other USSF sanctioned tournaments, games and events.

The competitive teams of the RSASCCD come under the direction of the By-Laws and Standing Rules and Policies of the RSASCCD. All decisions and will comply with the rules and policies of Wyoming Youth Soccer (WYS) and US Youth Soccer (USYS) and US Soccer Federation (USSF).

The RSASCCD Executive Committee shall have the authority to act on behalf of the RSASCCD regarding any breach of regulations or rules. The RSASCCD Disciplinary Committee shall have the authority to discipline, suspend, disqualify and ban players, coaches, team officials, parents and club members for violating RSASCCD rules or for any action or conduct not in the best interest of soccer or the RSASCCD.

Any matter that is not covered and/or provided for specifically by these rules but is deemed to be not in the best interest of the RSASCCD shall fall under the authority of the RSASCCD Disciplinary Committee and the RSASCCD Executive Committee - Competitive.

The Executive Committee - Competitive will prioritize their direction and decisions based on the following order:

1. What is in the best interest of the club
2. What is in the best interest of player development
3. What is in the best interest of the team
4. What is in the best interest of an individual player
5. What is in the best interest of a coach
6. What is in the best interest of the parent(s)

The Rules and Policies may be changed, amended or removed by majority vote at any regularly scheduled RSASCCD Executive Committee Meeting. Any proposed change must be a scheduled agenda item.

Table of Contents

Governance	3
Registration	3
Seasonal Year	3
Registration	3
Fees and Costs	4
Scholarships	5
Player Identification and Team Formation	5
Evaluations and Selection Criteria	5
Team Formation	6
Guest Players/Guest Playing	9
Travel and Tournaments	10
Tournament Selection	10
Additional Tournaments	11
Uniforms and Equipment	11
Additional Team Equipment	12
Fees for Board Members and Coaches Policy	12
Fundraising/Sponsorship/Donation Policy	13
Policy and Procedures	13
Fundraising	14
Individual Team Fundraising	15
Use of Funds	17
Team Accounts	17
Coaches and Volunteer Positions	18
Volunteer Disclosure Statement (Background Checks)	18
Coaches Licenses	18
Coaching Policies and Rules	19
Head Coach	20
Assistant Coach(s)	21
Team Manager or Team Parent	21
Responsibilities and Standards of Conduct	21
Rules for Players and Parents	22
Drugs, Tobacco and Alcohol	22
Attendance	22
Players	23
Parents and Volunteers	23
Violations of the Code of Conduct	24
Unsportsmanlike Behavior	24
Disciplinary Procedures and Penalties	24
Grievance Policy - Concerns, Protests & Appeals	25
Coach/Volunteer Code of Conduct	25
Players Code of Conduct and Responsibilities	26
Parents Code of Conduct and Responsibilities	27

Governance

The RSASCCD is governed by a Board of Directors and operates under the direction of the Executive Committee. The Executive Committee must consist of the following positions: President, Vice President, Treasurer, Registrar, Secretary.

Additional positions can include but are not limited to: Director of Coaching, Head Coaches, Members at Large, Tournament Director, Equipment Manager, Field Manager, Fundraising Coordinator, Uniform Manager, Avengers Gear Manager, Public Relations Manager.

Voting

Fifty percent (50%) plus one vote shall constitute a quorum at each scheduled RSASCC meeting.

Registration

Seasonal Year:

The seasonal year for the Avengers shall begin with evaluations at the beginning of June and end on July 31 of the following year. The seasonal year will be broken two playing seasons:

- Fall Season running from August 1 to January 15
- Spring Season running from February 15 to July 31

With minor exceptions, the Avengers teams are expected to be active with practices, team development, tournaments and games where possible throughout the year. During the playing seasons participation is mandatory.

Teams and players who are accepted during fall evaluations are rostered for the entire year, however, registration fees will be broken up into two payments, one for each season. This is to address the normal changes in player availability, commitment and other outside factors.

Registration:

1. The Executive Committee shall conduct a formal registration for the fall (U8-U19) and spring (U8-U15) soccer seasons:
 - a. Registration for fall soccer opens on/around June 1st of each year.
 - b. Registration for spring soccer opens on/around January 15th of each year.
 - c. Utah league registration is separate from RSASCCD registration and is completed in the fall for U10-U19 teams
 - i. Rostered players (U10-U15) registering for only the spring season will still need register for Utah league
2. A player is considered a registered player when registration fees are paid in full.
 - a. If payment is made by personal check, a player is registered when the check has been received and processed by the Treasurer, and the check has been honored by the player's bank.
 - b. If payment is made by credit card, then the date/time of the credit card transaction will serve as the registration date.

3. Players may not participate in evaluations and team activities for their respective age group without completing the registration and paying in full.
4. Any player (including siblings) who is not a registered player is prohibited from participating in any scheduled practice session and/or games.
5. Teams may not add players to their roster, temporary or permanent, who are not validly registered with the RSASCCD and the league in which the team is participating. Noncompliance may result in game forfeiture or team disqualification from its registered league.
 - a. Disciplinary action of the coach for non-compliance will be reviewed by the Executive Committee.
6. The Executive Committee shall have the authority to consider economic hardship cases for any player. The parent, guardian, or coach of the player may request a season scholarship in writing to the Executive Committee.

Fees and Costs:

The Executive Committee will determine the annual playing season fees for the Avengers teams and programs during the regularly scheduled June Executive Committee meeting.

1. The playing season fees include, but is not limited to:
 - a. Wyoming Youth Soccer (WYS) membership cards
 - b. Utah League fees
 - c. Insurance Fees
 - d. City of Rock Springs/Sweetwater County fees
 - e. RSASCCD membership fees
 - f. Forecasted tournament fees
 - g. Equipment, nets and field maintenance
 - h. Player bond fees (see item #5 below)
 - i. Uniforms (if needed)
2. Players are required to pay the Avengers fee as outlined under the registration policies by the due dates set forth by the Executive Committee. Delay in payment may delay the issue of United State Youth Soccer (USYS) membership cards and team rosters, and may result in late charges. Special arrangements may be considered in extenuating circumstances.
3. Any player who is not current in their RSASCCD fees is prohibited from participating in practices, team trips, games/tournaments or other activities of the RSASCCD.
4. Any additional tournament fees (tournaments outside of the Executive Committee approved tournaments are the responsibility of each team/player. These fees need to be divided up equally among all of the rostered players. RSASCCD will not register a team for a tournament until all of the tournament fee has been collected and tendered to the Treasurer.
5. Player bond - A fee will be assessed in the fall season to promote family involvement within the club. New players joining in the spring will be assessed the player bond fee and required to complete a determined amount of work time. A player bond is a non-interest bearing, one-time payment per family (not per child) that is refundable after a certain amount of volunteer activities are reached or a member is serving in one of the following capacities:
 - a. Executive committee member
 - b. Head coach

- c. Assistant coach (after one season of service)
- d. Tournament committee member

Each family is responsible for tracking/ensuring their work time has been accounted for (documented in writing or via an online form). Failure to reach the set amount of volunteer time will result in a forfeiture of the fee.

Refund Policy:

1. Refunds will be made to players who withdraw due to injury or relocation within 30 days of their team's formation.
2. Refunds made to players after team formation, not due to injury or relocation, will incur a \$200.00 fee. This fee will be retained from the original registration fee by the RSASCCD.
3. Refund requests for any reason other than listed above must be submitted to the Registrar in writing and will require Executive Committee approval.

Scholarships:

Scholarships are available to any player based on financial need. Scholarships are provided by waiving a portion of a player's annual playing season Avengers fees.

1. Players and/or parents or guardians of the player must submit a Scholarship Application to the RSASCCD Registrar by the end of the registration period. Applications submitted late will be considered on a case by case basis.
2. All requests for scholarships will be presented to the Scholarship Committee and will be handled discreetly.
3. Additional information may be requested by the Scholarship Committee before a decision is made.
4. Those requesting scholarships are required to volunteer their time during RSASCCD sponsored events in addition to team duties, in order to fulfill the scholarship requirements.
5. No monetary payments will be made to a player.
6. Scholarships will not be used as a recruiting inducement or as a reward for stellar play.

Player Identification and Team Formation

Evaluations and Selection Criteria:

Open player evaluations and selection for U10-U19 teams will be conducted at least once a year prior to the fall season. Spring evaluations may be conducted when teams have roster availability. Participation in the RSASCCD program is an annual commitment. The evaluation will comply with the WSA/USYS registration rules. The Avengers coaches will be directly involved in the evaluations and selections of players for teams under the direction of RSASCCD. The DOC and/or coaches will determine the evaluation criteria and will include but not be limited to skill, attitude, ability, commitment, etc., and will be age appropriate.

1. Dates for evaluations and selections will be publicized by available media, within reason, to reach as many potential players as possible.
2. All players will need to be evaluated for team selection and must attend their age/gender appropriate evaluation.
3. All players will be evaluated by the same standards (skill, ability, attendance, attitude, etc).

4. All parents/guardians will sign players in for evaluations; this is to verify that the player has a current and complete registration.
5. If a player is unable to attend evaluations, a written/email notification by the parents/guardians needs to be sent to the RSASCCD prior to the evaluation date(s).
6. The Evaluation period may last up to two weeks covering multiple sessions. Once this period is complete, teams will be set and players will be contacted.
7. At the discretion of the Evaluation Committee, additional evaluation sessions may be necessary to accommodate player numbers and final selection of players for team placement.
8. No additional evaluation sessions will be used to upgrade talent level once the evaluation period is over.
9. Roster formation will be based upon the following criteria (in order):
 - a. Coaches recommendation after evaluation period
 - b. Number of players needed to fill roster(s)
10. All teams must be approved by an Executive Committee vote upon completion of evaluations.

Team Formation:

A player who makes an Avengers roster during the fall evaluation period is guaranteed a spot on an Avengers' roster either as an active player or as a provisional player for the entire seasonal year. A player's status on a roster (active vs. provisional) may change at any time based upon attendance, commitment and/or development. Any change to a player's status will be proposed by the player's coach(s), discussed with the player and parent(s), and must be approved by the Executive Committee.

Players are not guaranteed to remain on the same team for the entire season and may be re-rostered to accommodate the formation of additional teams. Should additional teams be formed in the spring, players will be rostered (re-rostered) using the same criteria used during original team formation.

While every attempt should be made to adhere to the following guidelines, RSASCCD reserves the right to form teams based upon Executive Committee discretion.

1. Teams will be formed from the U8 age group up to the U19 age group if players and coaches are available.
2. Teams will be defined as Primary and Secondary. Primary teams from U8-U19 will be formed based (in order) on the following priorities:
 - a. Gender
 - b. Specific Age Group – Whenever possible RSASCCD will field a complete team in each age division (U8, U10, U12, U14)
 - c. Skill and ability

If there are more registered players than roster spots on primary teams, RSASCCD will make every attempt to form additional Secondary or developmental teams. In such cases those teams may consist of multiple age groups and genders and will be comprised of the players who did not qualify for a Primary team spot.

Additional teams may be added between the fall and spring playing seasons based on need and available players. All teams must be approved by the Executive Committee.

U8 Teams

1. Teams will have one head coach and at least one assistant coach.
2. Coaches will be selected as needed to accommodate the number of players.

3. For the majority of events attending, the U8 teams will usually play a 4v4 format, so the ideal roster size for each team is 6 players with the maximum roster size of 8 players.
4. This age group will focus on development only, players will not be evaluated on a skill basis.
5. No evaluations will be held for this age group, teams will be formed based on USYS Player Development Framework.
6. Teams will endeavor to hold a maximum of (2), 45-60 minute practices per week.

U10 Teams

1. Teams will have one head coach and at least one assistant coach.
2. Coaches will be selected as needed to accommodate the number of players.
3. For the majority of events attending, the U9/U10 teams will usually play a 7v7 format, so the ideal roster size for each team is 10 players with the maximum roster size of 12 players.
4. Rosters will be determined by the player evaluations and team formation criteria.
5. Teams are encouraged to practice together but will register in different divisions at tournaments.
6. Teams will endeavor to hold a minimum of (2) and a maximum of (3) 60-75 minute practices per week.

U11/U12 Teams

1. Teams will have one head coach and at least one assistant coach.
2. Coaches will be selected as needed to accommodate the number of players.
3. For the majority of events attending, the U11/U12 teams will usually play a 9v9 format, so the ideal roster size for each team is 12 players with the maximum roster size of 16 players.
4. Should a team play 11v11 the roster can be expanded to 18.
5. Rosters will be determined by the player evaluations and team formation criteria.
6. Teams are strongly encouraged to practice together, but will register in different divisions at tournaments.
7. Teams will endeavor to hold a minimum of (2) and a maximum of (3) 75-90 minute practices per week.

U13 – HS Teams

1. Teams will have one head coach and at least one assistant.
2. Coaches will be selected as needed to accommodate the number of players.
3. Teams will play 11v11 so the ideal roster size for each team will be 15 players with a maximum roster size of 18.
4. Rosters will be determined by the player evaluations and team formation criteria.
5. U13-U14 Teams are strongly encouraged to practice together, but will register in different divisions at tournaments.
6. In the U13-U14 and HS age division, teams will be formed based upon skill level into Gold, Silver and Bronze level teams as needed.
7. HS teams will register in whichever bracket the coach recommends.
8. Teams will endeavor to hold a minimum of (2) and a maximum of (4) 75-120 minute practices per week.

Alternate/Provisional Players

Each team will have the option of including up to 3 “alternate players”. Alternate players are defined as players who show the potential to play at an advanced level but currently lack the skills or commitment to do so.

Alternate players will participate in the same practices and drills as active players but will not travel with the team to tournaments and games unless requested by the coach.

To accommodate development and promote playing time, alternate players can be re-rostered during an active playing season as long as the move is accepted by both coaches and the parents, and is approved by the Executive Committee.

Alternate players:

1. Must be a registered member of RSASCCD.
2. Can attend and participate in all practices and events.
3. At the coaches discretion, can be used to actively fill roster spots of absent players.
4. Can participate in Avengers - Recreational Division.
5. Pay a reduced registration fee.

Playing Up or Outside of Gender

The Executive Committee recommends that every attempt be made to ensure all players compete within their age bracket/gender. In the unusual circumstance when it may be beneficial or necessary to allow players to play up an age bracket or with a different gender, the following criteria will be evaluated:

1. All age groups potentially being affected, younger and older, must be considered in regard to the number of registered players in each age group/gender. The interests of the RSASCCD and the teams involved need to be considered and must take priority. The possibility of displaced players needs to be considered as well.
2. To fill a vacancy on a roster. (First, every effort must be made to find a player(s) of the same age bracket before requesting younger players to play up.)
3. Double age-bracketed teams: an entire group of players may be moved up an age bracket when necessary to combine with a group of players from an older bracket in order to field a single team. (This does not "grandfather" players for subsequent seasons.)
4. Once rosters are set per season, there will be no player movement between age groups. 5. A player may not move up more than one age bracket, and may only move up if age-eligible in the league in which their team will play.

Procedure:

1. Any parent requesting their player(s) to play up an age bracket, or out of gender, must complete and submit a written request to RSASCCD and will be considered on a case by case basis.
2. Coaches are prohibited from having any preliminary discussions regarding playing up with a player or parent (see rule regarding recruitment). If it is discovered that this has occurred, the Executive Committee may look upon this as recruiting within our organization and relieve that coach of his/her coaching duties.
3. A player cannot move up more than one age bracket unless granted approval by WYS. 4. Approval to play outside of one's gender/age bracket is given for one complete playing season only. Parents must request approval each playing season.
5. Evaluations will be performed by the DOC and a neutral Avengers coach and reported to the Board for majority vote.

All parties involved should give considerable thought before a request is made for a player to play up on a team. Again, a player cannot be rostered out of his or her appropriate age or gender without a formal written request by a parent/legal guardian.

Recruiting

1. Coaches, parents and players will refrain from recruiting active players from other clubs except during June which is the open period specified by WYS.
2. Coaches, parents and players will refrain from recruiting active players from other RSASCCD teams at all times.
3. Coaches shall be held accountable for any recruiting activities involving their players or parents. Coaches found recruiting players from other RSASCCD teams could face probation, suspension or removal from their position. In addition, any coach found demeaning other coaches or speaking derogatorily about another team will be considered a recruiting violation and is subject to the same disciplinary procedures.
4. Any discussions initiated by another player, coach or parent about player movement inside the RSASCCD or prospective players outside the RSASCCD should be brought to the attention of the DOC, President or the RSASCCD immediately.

Guest Players/Guest Playing

Occasionally an Avengers team requires additional players to fill their roster for tournament play due to player injuries, vacations or other absences. It is the intention of the organization to fill these positions with local Avengers players with comparable skill and ability whenever possible.

Guest Player permission may be issued when a team needs players to supplement their roster. Primary players should be given priority in terms of playing time but at the coaches' discretion. Different age groups, score of the game, injuries, and player dynamics all come into play under coaches' discretion. Should playing time become an issue with parents or the players, the DOC/President will investigate the concern and communicate the findings with the RSASCCD and the coach involved.

The following guidelines should be followed in all Guest Player situations:

1. Currently rostered players from other Avengers teams should be given the first opportunity to fill open spots as long as they meet the talent/skill/competitive levels required by the head coach.
2. Guest players will be used only after open roster spots are filled by available provisional players.
3. Guest player(s) will be used to supplement the rostered players and not replace the rostered players that have already committed to attend.
4. Every effort should be made to ensure that the playing time of Avengers players is not adversely affected by guest players.
5. During League play, WYS sanctioned tournaments and RSASCCD tournaments and RSASCCD events, guest player(s) will not play more minutes than a regularly rostered player who can play the same or a similar position.
6. Guest players must have a valid USYS membership and have access to a USYS member card.
7. Guest players must meet age requirements for the team.
8. Guest players will provide the required medical/travel release forms from the parents.
9. Guest players will provide the guest player form &/or travel papers from his/her club association/coach.
10. Guest players will first commit to their original team.
11. Guest players must read the Avengers Code of Conduct and sign the player's commitment form.

WYS State League, Utah League and tournaments have rules that vary pertaining to guest players. It is the coach's responsibility to verify those requirements prior to implementing the use of guest players.

Any requests to roster a Guest Player must be made to the Registrar at least 7 days before the tournament unless extraordinary circumstances occur.

Guest Playing with another Club/Team

As part of RSASCCD's effort to facilitate and enhance player development, RSASCCD players are permitted to be used as guest players on teams within and outside of the RSASCCD. WYS laws state that all primary team events must take precedence over secondary team events. These events include but are not limited to practices, league games, and tournament games. To be granted permission to guest play for another team a player must:

1. Continue to meet his/her commitment to her primary team.
2. Will not guest play for a team that is or might compete against their primary RSASCCD team.
3. Will not accept an offer from another club if a similar opportunity exists within the RSASCCD.
4. Will get permission from his/her coach prior to committing to play for another team.
5. Is responsible for providing the required paperwork to guest play with another team.

Travel and Tournaments

Each playing season, the Executive Committee determines which events and/or tournaments the Avengers teams will attend. All teams are required to participate in the scheduled season, which includes the "club" tournament(s) and Utah League. Avengers teams are not limited to this schedule however, and may choose to participate in additional events and tournaments as decided on by the team.

Tournament Selection:

The Executive Committee is responsible for selecting a minimum of 2 tournaments for each playing season (one may be the State Cup) that will be paid for by RSASCCD.

Tournaments for the fall should be decided on no later than the end of the regularly scheduled July Executive Committee Meeting. Tournaments for the spring season should be decided upon no later than the first Executive Committee meeting of the calendar year.

If a team cannot attend a RSASCCD chosen tournament and selects another in its place, the RSASCCD will pay up to the amount of the entry fee of the RSASCCD chosen tournament. Any additional fees shall be the responsibility of the team.

Budget:

The Executive Committee will prepare a budget and adjust registration fees as needed to pay for the following expenses each playing season:

- Tournament entry fees (selected tournaments as determined by the Executive Committee)
- State Cup entry fee
- Registration costs such as player cards, rosters, binders etc.

Coaches Travel Expenses

Coaches without a child in the program will need to complete a travel expense form and submit it to the Vice President and/or Treasurer for approval. These funds will then be divided evenly amongst the

team and paid directly to the coach. Coaches are reimbursed for gas, reasonable hotel expenses, and will be given a stipend for food.

Additional Tournaments/Leagues

All teams wishing to play in additional tournaments must register for those tournaments through the Treasurer or President and are responsible for making sure they have current rosters and player cards. Teams must notify the RSASCCD of their intention to play in a tournament at least 14 days in advance of the tournament's registration cutoff date and are responsible to provide the RSASCCD with any information about Guest Players or roster changes that will need to be made to register their team. Coaches and parents must both recognize and agree with the goals and objectives of choosing to travel to a tournament. Mutual understanding of these goals and objectives and their communication to the players is critical for successful travel.

These goals should include but are not limited to:

- Experiencing a higher level of competition and/or different style of play.
- Building team chemistry and morale.
- Preparing for State Cup or Regional competition.
- Exposure to academy and college coaches.
- Additional goals as determined by the coach may be identified for specific trips, such as an educational or cultural experience combined with soccer.
- Older teams are encouraged to participate in college showcase events to increase exposure to college coaches.

Prior to deciding upon additional tournaments a team meeting should be held to disseminate information to the team parents and players about travel plans. The coach and/or team manager should prepare for the meeting by having information on the recommended tournaments, registration costs, and transportation and lodging options.

Requirements for additional tournaments, camps and/or events:

1. It is the responsibility of the team to pay for any additional tournaments, camps or events above and beyond those selected by the RSASCCD.
2. If teams are approved for an additional tournament, camp or event and players have elected not to play, the fees can be paid for by team fundraising or divided among the group of players that have elected to participate. Players will not be considered rostered until their portion of the fee is paid. No reimbursements will be paid once a player is rostered.
3. All money should be collected and submitted to the league prior to registration.
4. It is the coaches responsibility to conform to any additional rules or obligations required by the tournament.

Utah League/Wyoming League

All eligible teams are required to participate in additional leagues if decided on by the RSASCCD. Each league has their own fees that will be paid for separately from the registration fees. It is the coaches responsibility to conform to any additional rules or obligations required by the league.

Uniforms and Equipment

The RSASCCD is dedicated to the appearance of unified Avengers teams; therefore, it is extremely important that the Avengers teams be recognized by their colors and uniforms.

1. Uniform fees are separate from Avengers Fees and will be collected separately.
2. Financial aid can be applied for to help with the cost of uniforms.
3. The cost for uniforms will be set by the RSASCCD.
4. The RSASCCD will determine the official Avengers uniform(s).
5. Required uniform is up to 3 jerseys , 1 pair of shorts and up to 3 pairs of socks.
6. Additional items, such as team bags and warm ups are recommended but not required.
7. Every consideration will be given to cost, supply and durability of the uniform.
8. Approved additional Avengers gear and equipment will be available from an RSASCCD specified vendor.
9. The Avengers name, logo, likenesses and numbers belong to the RSASCCD and cannot be used without the consent of the RSASCCD Executive Committee.
10. RSASCCD uniformity and the image of both the teams and the RSASCCD will be maintained.
11. Any additional equipment that bears the Avengers name or logo will be available to all players registered with the RSASCCD on identical terms.

Additional Team Equipment

Additional equipment that is team specific and is purchased through fund-raising, sponsorships or individual payment is acceptable as long as it:

1. Is available to all teams in the organization.
2. Conforms to club, state and tournament rules.
3. Does not conflict with the Executive Committee approved uniform.

Any additional team equipment that contains the Avenger logo or name must be approved by the Executive Committee.

RSASCCD Fees for Board Members and Coaches Policy

RSASCCD Executive Committee members and all coaches will register their players and provide payment during the registration period (including the payment plan). Upon completion of required hours/meetings/jobs, head coaches and board members will be reimbursed as follows:

- Head Coaches - Must attend a minimum of three (3) board meetings during the season, finish the season in good standing with the club and state league(s), must fulfill Avenger and state(s) coaching requirements which includes completion of the U.S. Soccer Grassroots training(s)
- Board members - Must attend all board meetings and help with at least one (1) club event/activity per playing season. No more than one (1) unexcused absence will be allowed for reimbursement. If a board member must miss a meeting, they are responsible for contacting the President and reporting all critical information at least three (3) days in advance of the scheduled meeting. No more than 2 excused absences will be allowed throughout a playing season.
- Assistant Coaches - Must finish the season in good standing with the club and state league(s), must fulfill Avenger and state(s) coaching requirements which includes completion of the U.S. Soccer Grassroots training(s). Assistant coaches are also encouraged to attend the board meetings.

RSASCCD Fundraising/Sponsorship/Donation Policy

As a non-profit organization, the RSASCCD relies on sponsorship and fundraising to fund a portion of its annual operating budget. In order to benefit as many players as possible, fundraisers should, if possible, be RSASCCD wide. However, we recognize that this requires significant organization, and if the RSASCCD is not already raising funds for a specific purpose, individual teams may wish to raise funds on their own.

Fundraisers are defined as those authorized activities that raise money for RSASCCD programs and activities, as well as those of RSASCCD teams.

All Fundraising activities shall be carried out in an ethical and professional manner that benefits and reflects positively on RSASCCD and its teams.

Definitions:

1. Fundraising: "Fundraising" is defined as an authorized activity involving labor and effort to raise money. Examples of fundraising events include such things as car washes, bake sales, and selling promotional items such as candy bars. Fundraising events should have the involvement of a substantial number of the members (and parents) of a team.
2. Donations: "Donations" are defined as solicited or unsolicited contributions from individuals, businesses, or other entities without exchange of services. Because RSASCCD and your TEAM are separate legal entities, you are responsible for soliciting your own donations. Be reminded that you are not asking for donations to support RSASCCD. This is a clear distinction that needs to be made through your solicitation.
3. Sponsorships: "Sponsorships" are defined as money that is given to an organization in return for a benefit such as advertising, logo placement or other incentive. Since teams are not allowed to enter into agreements that enter the RSASCCD into an obligation, sponsorships can only be solicited at the RSASCCD level.

Policy and Procedures

All fundraising activities are to be conducted for the benefit of RSASCCD and its teams and approved by the Fundraising Coordinator.

1. Fundraising should be done solely to benefit RSASCCD its teams or programs and is subject to prior approval by RSASCCD Executive Committee. Any RSASCCD team or member choosing to engage in fundraising activities is required to use proceeds solely for RSASCCD or team programs/activities only.
2. Individual teams will be limited to one fundraiser per playing season (Fall/Spring) so that the community does not become "donation fatigued".
3. Any RSASCCD team or member that desires to engage in a fundraising activity is required to submit an RSASCCD Fundraising Application Form to the President and the Fundraising Coordinator at least 2 weeks prior to the fundraising activity. All requests will be reviewed and passed to the RSASCCD for discussion and ratification approval. The President, Fundraising Coordinator or designated Executive Committee member will sign off the fundraising application form and notify the applicant of the outcome.
4. The RSASCCD reserves the right to cancel or prohibit any fundraising activity considered by the RSASCCD to be detrimental to the image and reputation of the RSASCCD.
5. Funds raised by Team members must be used solely for Team related activities organized by the Team.
6. The sale of products must not conflict with similar products offered by the RSASCCD.
7. Teams are expected to comply with all governmental requirements, if any, with respect to any fundraising event.

8. RSASCCD fundraising activities shall take precedence over Team fundraising. Team fundraising should not negatively affect the ability of the RSASCCD to raise funds.
9. Each Avengers family will be responsible for participation in the annual RSASCCD annual fundraiser, as determined by the RSASCCD Executive Committee - Competitive. Should a family choose not to participate in the annual RSASCCD fundraiser they must make their intentions known before they register. A family may “opt out” of the fundraiser by contributing a pre-determined amount as a required contribution. The Executive Committee - Competitive may limit the number of families permitted to opt out at its discretion.

Fundraising

At the RSASCCD level, the RSASCCD Fund Raising Coordinator directs the pursuit of all fundraising, donations and sponsorships.

All monies received by RSASCCD from the annual fundraiser will be placed in the RSASCCD general account unless otherwise directed by the Executive Committee - Competitive prior to the fundraiser.

The RSASCCD Fund Raising Coordinator by direction of the Executive Committee - Competitive must approve any fundraiser prior to the activity by any RSASCCD Program entity. Failure to receive approval will result in forfeiture of the proceeds to the RSASCCD’s general fund. All revenues from RSASCCD affiliated fundraisers will go to the RSASCCD Program general account with the exception of monies collected specifically for Executive Committee - Competitive approved items.

Any monies raised by a program fundraiser during a hosted program related event such as a league game, friendlies or other events would go into the RSASCCD Program’s general account. For example, concession revenue during league games would be credited after expenses into the general account.

Fundraising: The RSASCCD will conduct a minimum of one annual fundraiser per year. The Executive Committee - Competitive will take into account budget dollars needed and a reasonable amount of obligation to determine the nature of the event and the timeframe provided.

Donations: Donations to the RSASCCD can be in various forms. It is the responsibility of the Fundraising Coordinator to apply donations in a manner that meets the request of the donor. The Fundraising Coordinator will keep a current list of all entities who have donated to the RSASCCD in the past 3 years. Teams and individuals will refrain from approaching RSASCCD donors for additional donations.

- **Scholarship Donations:** Used to support those that can't support themselves. This is a viable 501C3 Donation and a letter of donation will be sent.
- **RSASCCD Donation:** Given to be used at the discretion of the RSASCCD. This is a viable 501C3 Donation, and a letter of donation will be sent.
- **Team Donation:** Donations made through the RSASCCD to support a specific team. This is a viable 501C3 Donation, and a letter of donation will be sent.
- **Individual Donations:** A donation for a certain individual will be accepted however that donation isn't a viable donation for the 501C3, and a letter of Donation Will NOT be sent.
- **Facility/Equipment/Improvements Donation:** A donation to the improvements fund will also be tax deductible. The RSASCCD can spend this money on soccer related equipment, goals, cones, paint, etc. This is a viable 501C3 Donation and a letter of donation will be sent.

Sponsorships: The RSASCCD Executive Committee - Competitive hereby delegates its authority to the RSASCCD Fundraising Coordinator to accept and approve corporate sponsorships that are within the philosophy and purposes of the policy.

1. The RSASCCD Fundraising Coordinator will maintain a list of corporate sponsors and contacts that they are pursuing for contributions or who have made contributions to the program in the past 3 years. Any listed potential sponsor or current sponsor is not available for any other pursuit of sponsorship of any kind including team or individual.
2. Depending on the dollar amount of the contribution, the sponsor will receive appropriate recognition as part of the contribution, as well as, full support within the context of the 501(C)(3) not for profit status of the Club.
3. Sponsorships levels will be determined by the RSASCCD Fundraising Coordinator who will have the ability to customize the levels as needed based on the needs of the sponsor within the costs of the request.
4. The RSASCCD Fundraising Coordinator may equate services performed or materials provided to dollar amounts to determine sponsorship level achieved.

Individual Team Fundraising

We understand at times individual teams want to solicit funds for their entire team's benefit (e.g., additional equipment, training, tournament expenses, travel, etc.). The following are guidelines that the RSASCCD has put in place in regards to fundraising for teams. Any RSASCCD team or member not following these guidelines may become subject to sanctions as deemed necessary by RSASCCD.

To protect our legal standing as a non-profit organization and our reputation in the community RSASCCD requires each team to make every attempt to raise monies equal to and not above the expenses for any given season. Teams should refrain from fundraising for fundraising sake. Teams should make every attempt to establish a budget for the year and fundraise only to meet agreed upon team objectives:

- Teams are limited to a balance of \$5000.00 or the amount of an approved event (whichever is greater) at any time unless approved by the Executive Committee - Competitive.
- To ensure teams are fundraising only to meet a budget RSASCCD will require teams that do not use all monies acquired through fundraising by the end of the "club" year to submit the remaining funds to the RSASCCD unless the Executive Committee - Competitive has granted approval to carry funds over into the next season.

RSASCCD and individual teams are separate legal entities. Therefore, in your fundraising efforts, do not inadvertently mislead people who may be donating to your TEAM. They are not donating to RSASCCD and as such, donations to your team are NOT tax deductible. Only funds raised through RSASCCD directly are tax deductible in accordance with the law.

This policy includes important information about your team's fundraising. Because RSASCCD and your TEAM are separate legal entities, we are not responsible for any mishandling or loss of funds. It is up to you to show discretion in which events you choose to use for fundraising. We encourage you to select events that are in line with your values as parents and our values as a RSASCCD. Some team fundraising suggestions are listed below, but this list is not exhaustive.

1. Each team should have at least one fundraiser per year.
2. Individual teams will be limited to one fundraiser per season (two per year) so that the community does not become "donation fatigued".
3. If a team runs two fundraisers in a year, at least one activity shall be service (non-sales) oriented.

4. Team donations are not tax deductible and teams cannot use RSASCCD's tax ID for team donations. Only the RSASCCD can accept tax deductible donations, not the teams.
5. All monies raised by teams must be accounted for and reported to the Executive Committee - Competitive using the Fundraiser accountability form.
6. Any cash, or checks made out to anyone other than RSASCCD, is outside the scope of RSASCCD and the RSASCCD has absolutely no control or responsibility for such monies.
7. Teams are responsible for all upfront costs related to a team fundraiser including the purchase of items to be sold and or items needed to hold the fundraiser. RSASCCD will not be responsible for any owed funds by any team(s) related to team fund raising activities.
8. Any team fundraiser which overlaps with or is expected to interfere with a RSASCCD wide fundraiser or event may be denied or moved to a different date. We strongly encourage teams to communicate with the RSASCCD Fundraising Coordinator and the Executive Committee - Competitive early in the planning process to avoid this.
9. The overlap of team fundraisers will not be grounds for disapproval however we encourage teams not to schedule similar fundraisers at the same time.
10. Fundraisers which are deemed to conflict with an existing RSASCCD or Team sponsor(s) will not be allowed. The RSASCCD Fundraising Coordinator will be responsible for this determination.
11. All proceeds from fundraising activities must be delivered to the RSASCCD Treasurer in a timely manner (within 7 days of receipt of all proceeds) with an accounting of all income and expenses related to the fundraiser.
12. Please be aware of the RSASCCD's current sponsors and donors: you may NOT ask our current sponsors or donors for donations and you must respect any prospect's right to say no.
13. RSASCCD
14. Teams may not use RSASCCD logos, marks, or other identity for team gain.
15. Form letters, cold calling and email solicitations are forbidden.
16. All donations are for the benefit of a specific RSASCCD team – do not misrepresent RSASCCD or where your funds will be going – you are not raising money for RSASCCD; you are raising money for your team.
17. RSASCCD does not have a policy regarding fundraising events that are centered on alcohol (e.g., wine tasting, beer tasting). However, for events like this, groups must go through an extensive permission process that will include proof of permits, waivers and addressing other legal concerns.
18. Fundraising events should have the involvement of a substantial number of the members of a team.
19. No more than two teams may sponsor a single fundraising event; otherwise the event will be considered a RSASCCD fundraiser.
20. All fundraising events must have the prior approval of the RSASCCD Executive Committee - Competitive.
21. All fundraising activities by all involved parties should be carried out in a process that conforms to RSASCCD's By-Laws and financial policies so that it does not jeopardize its non-profit status.

Donations:

1. All solicitations for donations must have pre-approval by the Fundraising Director, President or the Executive Committee - Competitive of the RSASCCD.
 - a. This will help both the team, and RSASCCD, know what contacts have been made, and in many cases may provide an additional fundraising opportunity for other teams and the RSASCCD as a whole.
 - b. This will maximize team and RSASCCD fundraising without creating situations where the RSASCCD and individual teams are soliciting the same individuals, businesses, corporations and foundations.
2. Teams are only allowed to accept donations up to \$500.00 or an amount equal to the entry fee of a single tournament, whichever is higher. Donations of a higher amount must be made to the RSASCCD as a whole.
3. No promises of logo placement, services provided or any other accommodation will be made in return of a donation.

4. Donations made through the RSASCCD to support a specific team so that they qualify as tax exempt are acceptable. To adhere to current tax laws the RSASCCD shall retain 25% of the donation for use at the Executive Committee - Competitive's discretion.
5. Unless designated for a specific team or teams, all funds raised from donations or sponsorships shall be used for the general use of RSASCCD, at the discretion of the RSASCCD Executive Committee - Competitive.
6. Direct solicitation of area businesses is considered fundraising by the RSASCCD and is subject to this policy.

Team(s) will coordinate any solicitation of area businesses for donations or sponsorships through the RSASCCD Fundraising Coordinator. The RSASCCD Fundraising Coordinator will send the potential Donor/Sponsor the necessary letters and documents to complete the transaction. **8. Donations In-Kind/Non-Monetary:** Donations of services, equipment, gear and other items that are non-monetary will fall under the fundraising guidelines that govern the approximate value of the donation.

- Donated equipment and gear must be pre-approved by the Executive Committee - Competitive.
- Services (such as clinics, camps and trainings) shall be reported to the Fundraising Coordinator or the Executive Committee - Competitive as soon as possible so that the RSASCCD can look into opportunities to include other teams and players.

Use of Funds

All revenue raised in fundraising activities shall be retained for the exclusive use of RSASCCD or the teams sponsoring the events. Until further policy is developed, the RSASCCD Treasurer will take custody of any fundraising money and deposit it into the RSASCCD bank account and establish a ledger account for each team.

Money earned via fundraising activities must be used for soccer related expenses such as tournament fees, team camps, travel expenses, etc.

Payments from team funds made to any individuals must be documented with receipts that support the payment for the soccer related expense.

Team Accounts

1. Each team will have an individual account in the RSASCCD ledger and funds are directly tracked by the RSASCCD Treasurer or by his/her designee.
2. The RSASCCD Treasurer will pay each team or teams for qualified expenses. No payments will be made to any individual without qualified receipts.
3. Each team must submit a RSASCCD Expense-Reimbursement Form with supporting documents to the RSASCCD Treasurer for approval and payment. The Treasurer will not pay any RSASCCD Expense-Reimbursement Form without proper receipts.
4. All RSASCCD Expense-Reimbursement Forms must be submitted within 30 days of expense incurred.
5. All RSASCCD Expense-Reimbursement Forms must be pre-approved and signed by both the Team Manager and Coach prior to being submitted to RSASCCD Treasurer.
6. Team Funds are tied to a specific team and will follow the team if more than 50% of the players remain together from year to year.
7. If a team folds (more than 50% of the players stop playing or move separately to other teams) a percentage equal to the number of players will remain with the team and any remaining fundraising money will go into the RSASCCD Scholarship fund.
8. Any donations of merchandise/equipment may be retained by the team, but must be cataloged and reported to the RSASCCD Treasurer. If a team dissolves all such equipment shall be donated to RSASCCD for RSASCCD use.

Coaches and Volunteer Positions

The Avengers organization has set a goal to provide the best soccer experience possible to players. This goal can only be met by the dedication of experienced, educated, and certified coaches. As such the Avengers require that all coaches work to improve their levels of certification/training whenever possible and adhere to the curriculum and code of conduct set forth by the RSASCCD.

The Coaches Code of Conduct & Pledge and the enforcement of the code of conduct outlined in the RSASCCD By-Laws are the building blocks of the Avengers Coach.

The RSASCCD 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 DOC and on an annual basis based upon feedback from parents, other coaches, the DOC and the Disciplinary Committee. Coaches who fail to meet the standards required by the RSASCCD will be subject to a Executive Committee - Competitive 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 Executive Committee - Competitive. An up to date list of all Executive Committee – Competitive approved coaches and volunteers will be made publicly available. Anyone who is not on the Executive Committee - Competitive approved list of coaches and volunteers is forbidden to have unsupervised interaction with the players at RSASCCD activities.

Any concerns about a coach's ability or concerns about their behavior should be addressed directly to the DOC or the President of RSASCCD.

Volunteer Disclosure Statement (Background Checks)

The Volunteer Disclosure Statement (VDS) is required by USSF, WYS and RSASCCD for all coaches and volunteers of the RSASCCD. 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 RSASCCD 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.

Coaches Licenses

The normal progression of licensure is under USSF rules, from "F" through "A". The Avengers program requires all coaches to obtain their "F" permit before they are allowed to practice. An "E" license or equivalent is required to be obtained within the first year of coaching an Avengers team. RSASCCD waivers may be granted to a coach without a license for the first year, as long as they have demonstrated the ability to coach at a high level and make every effort to obtain a license within the first year of selection. A normal progression of advanced licensing is expected for the improvement of the organization.

It is highly recommended that assistant coaches pursue additional coaches licenses above the “F” level but it is not a requirement.

Equivalent Coaches licenses can be obtained with NSCAA.

It is highly recommended and encouraged that all coaches attend a first-aid training course.

Recommendation -

RSASCCD has identified the U.S. Soccer Coaching License pathway as the preferred coaching licensure for its coaches. Every coach is required to complete the Grassroots

Coaching 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 RSASCCD 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 RSASCCD 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 RSASCCD Code of Conduct. Addressing other RSASCCD 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 RSASCCD members during RSASCCD 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 RSASCCD 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 – RSASCCD cannot dictate how a coach or trainer lives their lives away from RSASCCD functions. It is important however for all members of RSASCCD to keep in mind how their actions can affect the RSASCCD, their team and their standing. RSASCCD 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 RSASCCD.

Rules

1. RSASCCD is to have volunteer coaches. Their time and effort are essential to achieving the RSASCCD'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 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 Committee - Competitive.
8. Fines assessed against the RSASCCD for forfeits and other avoidable conduct of a coach may, but need not, be assessed against the coach by majority vote of the executive Executive Committee - Competitive.
9. Coaches must follow all rules regarding recruitment of players from outside the RSASCCD 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 Executive Committee - Competitive 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 the Executive Committee - Competitive vote.
13. Executive Committee - Competitive RSASCCD must select and approve new and replacement coaches for each team in the organization.
14. For confidentiality, the registrar will verify that each coach's background check is acceptable and will notify any denied applicants of the decision.
15. New coaches must not interfere with the present coach or be involved in practices and or tournaments without the current coach's approval until the current season is over. The new coach will take over on August 1st.

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, travel coordination, 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 as they are not contradictory to the bylaws, rules and policies of the RSASCCD, 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 DOC or an Executive Committee - Competitive member.
6. 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.

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 RSASCCD.

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 Executive Committee - Competitive 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's side of the field.
8. Unless otherwise granted permission by the Head Coach or the Executive Committee - Competitive, 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.

Assistant coaches are required to adhere to the Coaches Code of Conduct.

Team Manager or Team Parent

A team manager or parent may be available to assist the coach in fundraising, registration of players, hotel accommodations, travel docs, gear orders etc. If the team manager/parent intends on being present at practices or will be in a position of authority they must submit and pass a volunteer disclosure form. Team Managers and Team Parents should abide by the Coaching Policies and Rules whenever they are applicable.

Responsibilities and Standards of Conduct

The RSASCCD 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 RSASCCD, as an Executive Committee - Competitive 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 RSASCCD members to conduct themselves in a manner that is courteous, friendly, and sporting while participating in or observing RSASCCD functions.

Adherence to these rules and guidelines as well as the Code of Conduct will promote sportsmanship, camaraderie, and friendship among RSASCCD members.

In an effort to better define and educate members on what are the responsibilities of its members while participating in RSASCCD 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 RSASCCD 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 RSASCCD.

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 RSASCCD Executive Committee - Competitive 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 RSASCCD.

Drugs, Tobacco and Alcohol

First, and foremost, RSASCCD 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 RSASCCD member while participating in a RSASCCD soccer function will warrant disciplinary actions including that could result in season suspension or expulsion. A RSASCCD 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 RSASCCD and any liability resulting from any such event is the sole responsibility of the event's host(s).

Attendance

During the Fall and Spring seasons, all Avengers teams are expected to adhere to the practice guidelines outlined in the Team Formation rules. Teams may exceed that schedule, especially while preparing for tournaments, provided there are fields available and the players and parents are agreeable to such a practice schedule.

Players will not be required to attend more than 2 practices a week but are encouraged to follow the team schedule whenever possible. Player conflicts involving practices and games should be worked out between the players and coaches.

Avengers Head Coaches are required to make every attempt to set a regular schedule for practices and scrimmages. Coaches are required to attend 75% of games and practices.

Avengers players are required to attend 75% of required practices and 75% of games during each ½ season (fall and spring). Failure to meet these attendance guidelines may result in removal from the team's active roster. Parents are required to attend 75% of the team's tournaments. Parents who cannot meet this requirement should make the coach aware of their situation prior to the start of the season so accommodations can be

discussed. If an acceptable compromise concerning transportation, lodging etc. cannot be reached the player may be removed from the team's active roster and given an alternative spot.

Players

All players shall compete in a sportsmanlike manner. Good sportsmanship shall be demonstrated by players at all times when participating in RSASCCD 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 RSASCCD 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 practices and matches. Shorts must cover undergarments (this is a FIFA law of the game) and female tops should cover and support as intended. RSASCCD 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.

Parents and Volunteers

Parents of players or those volunteers working with the RSASCCD as Executive Committee - Competitive members, coaches, referees, or RSASCCD officials are all members of the RSASCCD. As members, there is an expectation that sportsmanship will be demonstrated when participating in RSASCCD soccer functions. Parents are reminded that as members it is also their responsibility to help other family and friends that participate in RSASCCD 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 RSASCCD soccer functions.

Language — use of profanity should be avoided. Profanity, insulting or derogatory remarks directed at players, coaches, RSASCCD members, opposing teams or officials is generally considered unsportsmanlike behavior. Cheering for the RSASCCD 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 RSASCCD activities (practices and games).

Fighting — RSASCCD members shall not engage in any form of physical or verbal intimidation or fighting with players, coaches, referees, RSASCCD members or opposing team members during RSASCCD soccer functions. Such actions are violations of the Code of Conduct.

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 Executive Committee - Competitive 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 RSASCCD. The severity or circumstances of the infraction would determine the severity of the disciplinary action.

Repeated violations of the Code of Conduct by a RSASCCD member may warrant possible suspension from RSASCCD 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 RSASCCD. 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 RSASCCD 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 RSASCCD.

Reporting Rule Violations or Misconduct

Should a player, parent, coach, committee member, or other interested party wish to make a report of a violation of these Rules or misconduct on the part of a player, parent, coach or committee member, such report should be submitted in writing to RSASCCD by submitting such report to.....

Disciplinary Procedures and Penalties

The RSASCCD 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 RSASCCD may have been violated and on any incident that may be deemed “not in the best interest of the RSASCCD” or bring RSASCCD 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 Executive Committee - Competitive members.
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 RSASCCD 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 Executive Committee - Competitive 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 RSASCCD Executive Committee - Competitive.

1. RSASCCD The DC will review the concern and the involved parties will be contacted for information on the incident within 10 days of the written notice. The DC 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 DC 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 DC will meet and will render their decision by written notice to all parties involved. The decision will be presented at the next Executive Committee - Competitive meeting and will be noted in the Executive Committee - Competitive meeting minutes.
5. If the decision of the DC determines that suspension from RSASCCD is warranted, then the Executive Committee - Competitive will take into consideration the period of suspension recommended by the DC 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 DC may be appealed to the RSASCCD Executive Committee - Competitive. A written appeal of the DC's decision must be received or postmarked within 7 days of the decision.
7. The RSASCCD Executive Committee - Competitive will review the information and follow the time table above to render a decision at the next available Executive Committee - Competitive meeting. The RSASCCD Executive Committee - Competitive decision will be final.

Coach/Volunteer Code of Conduct

1. Ensure the safety of all children by careful supervision, proper pre-planning of coaching sessions and using safe methods at all times.
2. Consider the wellbeing and safety of participants before the development of performance.
3. Encourage and guide participants to accept responsibility for their own performance and behavior.
4. Treat all young people equally and ensure they feel valued. Have no favorites.
5. Encourage all children not to discriminate on the grounds of religious beliefs, race, gender, social classes or lack of ability.
6. Not allow any rough or dangerous play, bullying, or the use of bad language or other inappropriate behavior.
7. Appreciate the efforts of all players and avoid over-training.
8. Never exert undue influence over performers to obtain personal benefit or reward.
9. Be positive, approachable and offer praise to promote the objectives of the RSASCCD at all times.
10. Do not let any allegations of abuse of any kind go unchallenged or unrecorded.
11. Report accidents or incidents of alleged abuse or poor practice to the DOC or the Executive Committee - Competitive.

12. Administer minor first aid in the presence of others and when required refer more serious incidents to the RSASCCD and/or parents. Never administer first aid involving the removal of children's clothing unless in the presence of others.
13. Have access to telephone for immediate contact to emergency services if required.
14. Foster teamwork to ensure the safety of youth members in their care.
15. Ensure the rights and responsibilities of players are enforced.
16. Do not abuse members physically, emotionally or sexually.
17. Maintain confidentiality about sensitive information.
18. Respect and listen to the opinions of young people.
19. Take time to explain coaching techniques to ensure they are clearly understood.
20. Develop an appropriate working relationship with participants, based on mutual trust and respect.
21. Be a role model, displaying consistently high standards of behavior and appearance and remember children learn by example.
22. Refrain from smoking and consumption of alcohol during RSASCCD activities or coaching sessions.
23. Never condone rule violations, rough play or the use of prohibited substances.
24. Protect themselves from false accusations by not spending excessive amounts of time alone with children away from others and never taking children to their home without expressed approval from their parents.
25. Not administering First Aid which involves the removal of children's clothing unless in the presence of others.
26. Hold appropriate valid qualifications and insurance cover.
27. Make the sport/activity fun.

Any violations and/or general misbehavior will be dealt with immediately and reported verbally to the Executive Committee - Competitive. Persistent breach of the code will result in dismissal from the team/RSASCCD.

Dismissals can be appealed by the coach/volunteer with final decisions taken by the RSASCCD committee or referred to the governing body depending on the disciplinary procedures within the sport.

Players Code of Conduct and Responsibilities

Good sportsmanship and team play are mandatory and are required constantly. Poor sportsmanship and selfish play will not be tolerated. Winning is not an acceptable justification for poor sportsmanship. The following standards are established by RSASCCD to govern the behavior of Avengers soccer players before, during and after soccer matches and practices, including, but not limited to:

1. No foul or abusive language directed towards other players, referees, coaches or fans will be tolerated.
2. No unsportsmanlike conduct will be tolerated, on or off of the field.
3. Do not criticize teammates – complement and support each other.
4. Respect the rights and property of others – including any fields that we play on by not leaving litter behind.
5. Substance abuse and/or possession thereof (drugs, alcohol, and/or tobacco) is cause for immediate dismissal from the program for the remainder of the current season.
6. Bring proper equipment and attire to all practices and games.
7. Be on time for practices and games.
8. Show loyalty and commitment to your coach and your teammates by regularly attending games and practices.
9. Take pride in your appearance as an Avenger player and of your uniform.

10. Wear a regulation uniform.
11. Uniforms should only be worn for games or if permitted by the coach to show team spirit.
12. Be clean and presentable for games.
13. Boxer shorts and sports bras are not to be visible from under the uniform.
14. Jerseys are to be tucked in at the beginning of each game.
15. Shin guards are required.
16. Socks are to be worn pulled up and over the shin guards.

The Avengers Commitment Form is required to be fill out by all players and submitted to the head coach prior to the start of the season on August 1st.

The player is subject to disciplinary actions imposed by the coach and/or the Executive Committee - Competitive if any of the items in the standards of conduct are not followed. The following steps will be followed:

Step 1 – Verbal Warning

Step 2 – meeting with Coach, Executive Committee - Competitive Member, parents and player

Step 3 – Game Suspension

Step 4 – Season Suspension

The decision may also include follow up meetings and or observation as to the probation period, before the incident is resolved and reinstatement can occur. The probation period may include restrictions while continuing to participate.

RSASCCD reserves the right to bypass these steps and immediately suspend a parent and/or player without notice depending on the severity of the violation of the Avengers Rules and Policies, Code of Conduct or the tournament or event rules that they are participating in at the time of the violation. A follow-up meeting will be held with the parents, coach(es), and RSASCCD designees to review suspension.

Parents Code of Conduct and Responsibilities

At the beginning of each season, coaches should ask for and appoint a parent(s) that will serve as a liaison between the parents as a whole and the coach(s). The liaison will be responsible for fielding concerns from the parents and bringing those concerns to the coach at the appropriate time. Liaisons will also be responsible for reminding parents of the code of conduct and behavior before, during and after games. Liaisons are encouraged to contact the Executive Committee - Competitive at their discretion.

Parents must observe the 24-hour rule, where, unless the parents see their children in imminent physical danger, they should let any matters of difference rest for 24 hours before raising them as issues to the coach.

If a parent feels like they must approach a coach or a RSASCCD member they should do so privately. Parents should email or phone in advance to ask for some time to discuss the matter of concern and should never discuss concerns around the team, especially immediately before or after practices and games. Parents must discuss any issues of concern, especially concerning playing time or coaching philosophy, first with the Head Coach before raising any concerns to the Executive Committee – Competitive.

The following standards are set forth to govern parent and/or spectator conduct before, during and after soccer matches and practices:

1. Parents should NEVER coach from the sidelines especially if it contradicts the coaches.

2. No foul or abusive language towards players, referees, fans, or coaches; including the Avengers coach.
3. Do not criticize players, referees and coaches, either your own or others.
4. Be on time to practices and games; pick up players on time.
5. Let the coach do the coaching – do not coach your player or others during a game or practice.
6. Take care of equipment and uniforms.
7. Do not exert any undue influence on players to meet personal goals and agendas. Many times what you see as items of merit are counterproductive to what the coach is trying to achieve.
8. Express your gratitude to the coaches. They are volunteers and do not receive payment for coaching. They do it for the love of the game and for the players.
9. Work as a team with other parents from your player's team.
10. Abide by majority vote decisions on tournaments, travel, fundraising and other team activities.
11. Conduct yourselves as representatives of the Avengers and the Community of Rock Springs.
12. Remember your player is participating in a competitive program, equal practice time is expected but equal game playing time is not.
13. Inappropriate physical contact with any coach, player, official or other parent will result in expulsion from the Avengers.

Parents are subject to disciplinary actions imposed by the coach and/or the Executive Committee - Competitive if any of the items in the standards of conduct are not followed.

A violation of this code of conduct pledge will result in initiating one of the following actions:

1. The coach will politely ask the parent(s) to review the guidelines or contact the parent liaison to politely remind the parent(s) of the code of conduct.
2. The Coach will inform the Executive Committee - Competitive of problems involving repeated violation and major violations including foul and abusive language towards a referee, player, coach or another parent or spectator.

Once notified, the Executive Committee - Competitive will ask for a written statement concerning the incident from all parties involved. The Executive Committee - Competitive will refer the incident to the DC to decide on an appropriate disciplinary action:

1. Step 1 – Based on 1st offense, a meeting with the Executive Committee - Competitive designee, coach and parent(s) will take place in order to try and resolve the issue and a probation period may be established.
2. Step 2 – Game(s) Suspension- 2nd offense- A parent(s) will not be allowed to attend the next set of games for the team. Parents will be asked to make arrangements with other team members to help get their athlete to the event.
3. Step 3– Additional violations-The Parent(s) and the player may be dismissed from the team for the remainder of the season.

RSASCCD reserves the right to bypass these steps and immediately suspend a parent and/or player without notice depending on the severity of the violation of the Avengers Rules and Policies, Code of Conduct or the tournament or event rules that they are participating in at the time of the violation. A follow-up meeting will be held with the parents, coach(es), and RSASCCD designees to review suspension.