



POLICY ON THE POACHING OF PLAYERS
Adopted Feb 2019

(1) A Player's Right To Choose

1.1 All players have the right and opportunity to choose which team, club or association tryouts they wish to attend. No team, club, association, or IYSA member league may violate, infringe or restrict this basic right for players in any manner. Players, parents and coaches must also recognize that players are bound to the team for the entire seasonal year (Aug 1 – Jul 31) once they sign a player registration form, subject to the Bylaws of IYSA and their member leagues regarding player transfers and when a player voluntarily quits.

Poaching is considered a significant offense by this Association and any individual, team, club, or association found to have committed a poaching violation shall be subject to a significant sanction as determined by the JEC. Such sanctions may include a financial penalty of \$2,000 or less, loss of coaching privileges, and ineligibility to participate in IYSA authorized events including IYSA's State Cup Tournament, the National League or any other appropriate sanction.

1.2 Ignorance of the law is not an excuse, and all reasonable efforts should be made to comply with both the letter and spirit of the law.

1.3 Paragraphs 1.3.1 through 1.3.6 are a few examples of actions that would restrict, violate and/or infringe upon the "Player's Right To Choose" and are prohibited under this section. **They are presented here to not only give examples, but to help express the spirit of the law.**

1.3.1 Informing a player that he/she will lose their spot or will not be offered one if he/she elects to attend tryouts of other teams, clubs, or association.

1.3.2 If a team, club, or association holds tryouts on more than one occasion and deliberately requires a player to attend all of them in order to prevent the player from attending the tryout of any other team, club, or association.

1.3.3 Requiring that a player commit to the team, club, or association as a condition to attend tryouts.

1.3.4 Requiring that a player immediately commit to join that team, club, or association before leaving the field at the end of the tryouts.

1.3.5 Making any offer to join a team, club, or association prior to the tryout date(s). This is not applicable to a player's current team, club, or association.

1.3.6 The person or club designee fails to notify the appropriate team, club, or association within 48-hours of hearing from a currently registered player of another IYSA member organization who gets in contact about changing teams. Notification should be via email and be sent to the DOC, TD, President, and/or registrar of the team, club, or association currently holding the player's registration.

1.3.7 Failing to cease and desist from any and all poaching activity directed toward a player upon request from the player or the player's legal guardian.

1.3.8 Allowing any surrogate, agent, and/or representative to engage in poaching activities prohibited herein, or elsewhere in the IYSA Bylaws and Policies.

1.3.9 Making derogatory remarks regarding other coaches, teams, and organizations when discussing the advantages of their own organization.

1.3.10 Promising any kind of compensation to a player.

1.3.11 Attempting at any time prior to the approved date of any seasonal year to entice a registered player (or their parent/guardian) to leave their current affiliation before the end of the current seasonal year.

1.3.12 Attempting at any time prior to the approved date of any seasonal year to entice a registered player (or their parent/guardian) to leave their current affiliation for the following seasonal year.

1.4 Teams, clubs, or associations may not initiate contact with a player concerning a transfer. A player may elect to contact another team. Once contact has been made by a player and has been reported to the club or association currently holding the player's registration, the team may contact that player.

1.5 Players, parents, other teams, clubs, associations, or leagues may bring complaints against any individual, team, club or association. Any officer, board member, State Commissioner or District Commissioner of IYSA may also directly bring such complaints against any team, club or association for infringement, violation, or restriction of the "Player's Right to Choose."

1.6 Alleged violations are to be considered non-concurrent.

1.7 Allegations of illegal or unethical poaching are very serious and should be based on concrete facts rather than hearsay and innuendo. Documentation of poaching violations must be submitted in writing to the league and IYSA.

1.8 For purposes of this rule, contact is not limited to personal contact, but will include contact by phone, text, emails, Facebook and all other social media. Responsible representatives include but are not limited to parents of team members, trainers, team managers, club or league board members, and club or league directors of coaching. The appropriate response by the responsible representative to player-initiated contact is to notify the player's current club of the contact, and to provide requested information without attempting

to induce the player to change affiliation. Any recommendation for the player to attend training, tryouts or any other team, club or league soccer event by the representative would be inappropriate and considered an attempt to induce a player to leave their present soccer organization. A club or league advertising on their own website is not considered poaching.

(2) Coaches Moving Clubs

2.1 Any coach switching clubs will be prohibited from involvement in the same gender-specific age group as he/she was with his/her previous club for a period of one year. "Involvement" includes coaching, managing, training, etc.

2.2 Any player (except the coach's own child) rostered with the coach before the move is not eligible to be rostered on any team with which the coach is involved at the new club.

2.3 Any coach switching clubs may apply for an exception to 2.1 or 2.2 by appealing to the IYSA Technical Director.

2.3.1 Examples of when an exception would likely be given include, but are not exclusive to the following: club dissolution/mergers, the appropriate prior club representative agrees in writing to the coach's move to a different club.

(3) Open Events Period

3.1 There will be an open events period starting the day after State Cup finals have all concluded and will be in effect until the signing period described in section (5). Clubs are free to provide non-fee events such as

- a) Jamborees
- b) Open Houses
- c) Free clinics

(4) Tryouts

4.1 Tryouts for the next seasonal year for all age groups may commence the first Monday after State Cup concludes.

4.2 For the convenience of the parents, players may sign club registration paperwork during the tryout period, however, **it must be made clear in writing that players are allowed to go other tryouts and that their signatures will not be considered a commitment until the commencement of the signing period described in section 5.** Players signing such a commitment form who then commit to another team, club, or association are encouraged to contact IYSA to provide notification of the nullified form.

(5) Signing Period

5.1 The signing period will start the Monday after the initial tryout period, which will be the second Monday after the conclusion of the State Cup finals.

5.2 Any registration paperwork signed during the tryout period will be considered valid at this time unless a player has notified the club otherwise.

5.3 Clubs shall provide players and their parents/guardians with information regarding the restrictions on changing clubs during the seasonal year. **This information shall be clearly indicated on the registration or commitment form or an attached document.**

5.4 Any dispute arising from multiple club signatures will be resolved at the discretion of IYSA.