

LSA POLICY MANUAL

Policy 500-1 Division 1 and Premier Ethical Standards and Professional Rules of Conduct For All Club Directors of Coaching, Coaching Staff, Independent Coaches, Assistant Coaches and Team Managers

A. Ethical Standards

These ethical standards are a statement of desirable behavior and objectives LSA encourages member clubs, their DIRECTOR OF COACHING (DOC) and their coaches to aspire to follow, but are not subject to sanction.

These standards shall be used to interpret and guide the enforcement of the disciplinary rules in ambiguous situations so that the application of the rules consistently serves the mission and goals of the Louisiana Soccer Association.

1. The primary purpose for the formation of premier and Division 1 soccer teams should be the development of the players selected, particularly at the age groups U11-15;
2. Member clubs, their DOCs and coaches should act with courtesy and comity toward other member clubs, their DOC and coaches with the overriding understanding that all are engaged in the common goal of player development and that competition between their teams is a means to this common goal rather than the goal itself;
3. Member clubs, their DOCs and coaches should abide by the "golden rule" and not engage in conduct toward another association, its coaches and players that it would not wish done to them under the same or similar circumstances;
4. Recruitment of players from other established teams is conducted only within the Rules of Conduct set forth below.
5. The formation of premier and Division 1 team should not be accomplished by methods involving dishonesty, coercion, intimidation, harassment, pressure, or tactics that impugn the integrity of the game;
6. Contacts between officials or coaches of an association and prospective players or players' parents should be positive and provide information about the association and what it can offer to the player to develop his or her potential playing skills rather than negative, including invidious comments about other member clubs, their coaches or players.

B. Rules of Conduct

These rules of conduct provide minimum standards of behavior that LSA requires from member clubs, their DOC and their premier and Division 1 coaches. The violation of these rules will result in the imposition of appropriate sanctions by LSA where warranted.

1. Member clubs shall be held responsible to LSA for any act or omission by their coaching director in violation of these rules whether or not any member of the governing board of the association had advance knowledge or opportunity to prevent the director from a violation of these rules. It is the responsibility of member clubs to ensure that their directors are familiar with these rules and to make it part of the terms of their employment that they not violate them. Nothing herein is meant

to prevent member clubs from internal discipline or correction of their DOC if or when a violation should occur.

2. Directors of Coaching shall be held responsible to LSA for violations of these rules by any premier and Division 1 coach under their supervision or by any other coach under his supervision or by any other intermediary utilized or encouraged by the DOC or a coach under his supervision to engage in conduct that would violate these rules if done by the DOC himself or any coach under his jurisdiction. It is the responsibility of directors of coaching to ensure that their coaches are familiar with these rules and to make it part of the terms of their employment that they not violate them. Nothing herein is meant to prevent a DOC from imposing internal discipline or correction of their coaches if or when a violation should occur.
3. Officers, Directors, employees and DOCs OF Member clubs must report any violation of these rules known to them to have taken place by any person in their association or by any other association.
4. A DOC, coach, or team manager shall not initiate contact with registered players of another member club for the purpose of soliciting or recruiting them to join a premier or Division 1 team of the association with whom they are affiliated at any time except during the tryout period set by LSA for that age group. A DOC, coach, or team manager may, however, mail a flyer or publication not directed at a specific player, but rather providing general information about an association, including tryout dates, to:
 - A. Any Premier player between April 1 and the beginning of the "dead period;"
 - B. Any Division 1 player between the conclusion of the Premier "dead period" and March 1 of the following year.
5. Telephone calls or personal meetings invited or initiated by a DOC or coach for the purpose of recruitment are prohibited. Personalized written communication is limited to:
 - A. One letter per Premier player per year between April 1 and the beginning of the "dead period;
AND
 - B. One letter per Division 1 player between the conclusion of the Premier "dead period" and March 1 of the following year.
6. A coach or DOC shall not use methods that involve false statements known by the coach or official to be false when made, or with reckless disregard of the veracity of any facts asserted; shall not disparage another association or its players, coaches, or managers; and shall honor a player or parent's written request not to be contacted further.
7. A coach or DOC shall not instruct any other person to commit conduct that would be in violation of these rules if committed by a DOC or a coach.
8. An ODP coach shall not, outside the tryout period, solicit or recruit a player he/she is coaching to join his/her club. Recruiting is never permitted within the ODP setting.
9. A coach shall not, outside the tryout period, solicit or recruit a player he/she is coaching on a non-USYSA team to join his/her USYSA club.
10. During tryouts: (a) a coach or DOC shall not, in advance of the notification date set by LSA, represent to a player that they will be offered a place on a team's roster; (b) a coach or DOC shall not ask or advise a player not to try out with another club.
11. With the advance written consent of the player's coach, a player rostered to a Recreational or Division 1 team may be recruited by a representative of a Premier team, at any time.

C. Hearings & Enforcement

The LSA, upon receipt of a written complaint from any DOC or member association, will promptly investigate the facts and circumstances of any reported violation. LSA may call a hearing to allow all interested parties an opportunity to be heard and must do so prior to the determination that any violation has occurred or sanctions imposed. All investigations and hearings shall be conducted in conformity with USSF and/or USYSA rules where applicable.

ANY COMPLAINT OF ILLEGAL RECRUITMENT SEEKING FORFEITURE OF ANY GAME MUST BE MADE BY WITHIN 30 DAYS OF THE ROSTERING OF THE PLAYER, BUT IN ANY EVENT NO LATER THAN 7 DAYS BEFORE THE START OF PREMIER STATE CUP PLAY.

D. Potential Sanctions

Sanctions for the violation of any of the foregoing rules may include:

1. WRITTEN WARNING OR PROBATIONALRY PERIOD;
2. Suspension of a coach, DOC, or ODP coach;
3. Dismissal of a manager, coach, DOC, or ODP coach;
4. Requiring any player recruited or solicited in violation of these rules to be removed from the roster of the offending association's team.
5. Forfeiture of all Premier League and/or State Tournament games in which the improperly recruited player participated.
6. A POSSIBLE FINE OF UP TO \$1000 AGAINST ANY MEMBER ASSOCIATION.
7. A FINE OF BETWEEN \$250.00 AND \$1000.00 ON ANY INDIVIDUAL COACH, TEAM MANAGER OR DOC FOR ANY VIOLATION OF THESE RULES;
8. any combination of the foregoing penalties or sanctions that are warranted by the circumstances of any case in the judgment of the standing committee;

E. Appeals

An appeal from any decision of the standing committee may be made only to the Executive Committee of the LSA in writing by a member of the Board of any sanctioned association, or any individual sanctioned by LSA within ten days from the receipt of written notice of the ruling and upon payment of a \$500.00 deposit with LSA which may not be refunded unless the decision of the standing committee is overruled or substantially modified by the LSA Executive Committee