

NYSA COMPETITIVE SOCCER PROGRAM POLICIES AND PROCEDURES

SECTION 1. PURPOSE

The Norman Youth Soccer Association Competitive Program (the “Competitive Program”) exists for the purpose of providing the opportunity to participate in a competitive level of soccer to young people, provided such young people have demonstrated notable soccer playing ability and have indicated a willingness to commit themselves to developing as soccer players. The goals of the Competitive Program shall be both player development and the creation of teams capable of competing for state, regional and national honors.

In pursuit of its purpose, the Competitive Program shall always uphold the mission and core values of the Norman Youth Soccer Organization (“NYSA”). Accordingly, the Competitive Program shall strive to develop each player’s soccer playing ability, instill an attitude of good sportsmanship and provide a positive environment that promotes the enjoyment of the game of soccer. The Competitive Program shall also be guided by its policies to encourage the growth of participation in the sport of soccer by all young people in the Norman area.

SECTION 2. ORGANIZATION AND OVERSIGHT

The Competitive Program shall be organized and operate under the authority of the NYSA’s Director of Coaching (“DOC”) in accordance with these policies and procedures and the rules and regulations of all applicable governing soccer organizations. The NYSA Board of Directors shall be responsible for oversight of the DOC’s performance, including his or her management and development of the Competitive Program. The NYSA Board of Directors shall also be responsible for the DOC’s leadership development.

SECTION 3. THE PLAYER

Section 3.1. GENERAL GOALS OF PLAYER DEVELOPMENT

Each Competitive Program Soccer player shall strive to fully develop his or her athletic and competitive skills while learning about responsibility, moral character, commitment, selflessness and self confidence.

Section 3.2. AGE OF PLAYERS

In conformity with U.S. Youth Soccer Policy, each player shall be permitted and encouraged to play soccer at the highest competitive level the player’s ability and maturity warrants.

Section 3.3. DUTIES AND RESPONSIBILITIES OF THE PLAYER

(a) Personal Behavior

Each player shall behave at all team activities in a manner which demonstrates the NYSA’s core values and reflects positively on the NYSA and the City of Norman. Each player shall listen and learn from his or her Coaches and Trainers and apply what is learned to the best of his or her ability. Personal behavior inconsistent with this Section shall be grounds for disciplinary action.

(b) Registration

Each player selected to play on a Competitive Program team shall complete or have his or her parents complete a USYSA Membership Form HS86 and return it to the NYSA Administrator together with the appropriate player fee at least seventy-two (72) hours prior to participating in a team activity.

(c) Attendance at Practices and Games

Each player is expected to attend all practices and games, including tournaments, except as provided below.

(d) Permission from Coach for Absence

A player shall notify the Coach in advance of all planned absences and within a reasonable time after an unexpected absence.

Section 3.4. EXCUSED ABSENCES FROM PRACTICES AND GAMES

A player shall be excused from attending a team activity for any the following reasons:

(a) Physical Problem

The player is incapable of playing due to illness or injury, or has a family emergency.

(b) School Athletics

The player is a participant in a school sanctioned practice, game, meet or match.

(c) School Events

The player is required to attend a school sanctioned event.

(d) Work Conflict

A conflict exists between a player's work schedule and a practice or game and the player has done everything possible to avoid the conflict.

(e) Other Reasons

The Coach, in his or her sole discretion, may excuse a player from attending a team activity.

Section 3.5. PLAYER TRANSFERS

Any player wishing to transfer from one team to another team must complete a U.S. Youth Soccer Transfer/Release Form and submit it to the NYSA Administrator. Player transfers shall comply with any and all requirements of the governing soccer organizations for player transfers.

Section 3.6. RECRUITMENT OF PLAYERS PROHIBITED

A player shall not offer, directly or through any other person, any inducement to a player or to anyone in a position to influence a player, to play on any team.

SECTION 4. THE PARENT

Section 4.1. BEHAVIORAL EXPECTATIONS

(a) Personal Behavior

Each parent shall behave at all team activities in a manner which demonstrates the NYSA's core values, reflects positively on the NYSA and the City of Norman and serves as a model of responsible adult behavior.

(b) Attendance at Games

Each parent is encouraged to attend games and team events whenever possible and to otherwise lend encouragement and support to the team.

Section 4.2. DUTIES AND RESPONSIBILITIES

(a) Registration

The parent of a player who is a minor shall complete, or see that the player completes, the USYSA Membership Form, and see that it is returned to the NYSA Administrator at least seventy-two (72) hours prior to the child participating in any team activity. In addition, the parent of a minor player shall complete

and return to the NYSA Administrator a Consent for Medical Treatment prior to the child's participation in any team activity.

(b) Payment of Fees

Parents shall make timely payments to the NYSA and the team of any agreed upon fees. If a parent is unable to make such payments in a timely manner, the parent must notify the Coach or a Team Administrator. A parent's failure to pay fees in a timely manner without discussing the matter with the Coach or a Team Administrator shall be grounds for disciplinary action against the player, including suspension of the player from participating in the Competitive Program.

(c) Supervision of Player

Parents shall ensure their children attend all practices and games, except for those from which they are excused, and that they arrive on time to all team activities. Parents are encouraged to support and motivate their children to commit to the team and improve their soccer skills. Parents are responsible for ensuring their children act respectfully toward the Coach, Assistant Coach and Trainer, and follow the Coach's directions and the rules of the game.

(d) Participation in Tournaments

Parents shall make necessary travel, financial and accommodation arrangements for their children when tournaments are held away from home.

(e) Communication with Coach

Parents are encouraged to make suggestions to the Coach and to inform the Coach of any information that bears on the player's performance at practice or at a game. If a parent is reluctant to discuss a matter with the Coach, the parent may talk to the DOC or Parent Representative.

Section 4.3 RECRUITMENT OF PLAYERS PROHIBITED

Parents shall not offer, directly or through any other person, any inducement to a player who is not the parent's own child or to anyone in a position to influence a player, to play on any team.

SECTION 5. THE COACH

Section 5.1. BEHAVIORAL EXPECTATIONS

(a) Personal Behavior

The Coach shall behave at all team activities in a manner which demonstrates the NYSA's core values, reflects positively on the NYSA and the City of Norman and serves as a model of responsible adult behavior.

(b) Behavior Toward Players

Each Coach is expected to develop each player's soccer potential, to maintain appropriate discipline at all team activities, and to encourage and permit each player to contribute to the team's success to the extent of that player's ability.

Section 5.2. DUTIES AND RESPONSIBILITIES

(a) Qualifications

The Coach must have earned at least a "D" level License at a certified "D" level licensing clinic. The Coach shall also meet any additional requirements, if any, of the governing soccer organizations for coaching at the competitive level.

(b) Duty to Comply with Governing Authorities

With respect to any team activity and tryouts, the Coach shall comply with the rules and regulations of all governing soccer authorities and these Policies and Procedures. The Coach is responsible for obtaining copies of all relevant written information with respect to these matters and shall be presumed to be familiar with them and able to comply. The Coach shall be responsible for securing the completion of all insurance, medical, and other forms required to be completed by the Coach, Assistant Coaches, Trainers, Players or Parents.

(c) Duty to Inform Players at Tryouts of Opportunities on Other Teams

The Coach shall have a duty to provide information and assistance to players at tryouts who may be eligible to play on a Competitive Program team other than the one for which the player is trying out. In particular, the Coach must inform any player not selected by that Coach about the existence of another Competitive Program team for which that player is eligible if, in the Coach's opinion, that player would be an asset to the other team.

(d) Mandatory Meeting of Coaches Prior to Tryouts

The Coach shall attend a mandatory Coaches' Meeting in the spring prior to tryouts. The Coach shall receive notice of the date, time and place of the meeting from the DOC. At that meeting, the Coach shall receive a copy of these Policies and Procedures.

(e) Duty to Provide Estimate of Expenses at Tryouts

The Coach shall provide an estimated budget for the soccer year to all applicants or their parents at the tryout so that prospective players and parents will be aware of the financial commitment they will be making if they accept a position on the Competitive Program team.

(f) Duty to be Present at Team Activities

The Coach, Assistant Coach or Trainer shall be present at any team activity.

(g) Duty to Hold Initial Meeting of Parents to Select Team Administrators

The Coach shall hold an initial meeting of the parents of the players who have been selected for the team at tryouts. At this meeting, the Team Administrators shall be selected as provided in these Policies and Procedures.

(h) Duty to Provide Information to Players and Parents

If requested to justify any decision affecting a player, parent or the team by any person affected by the decision in question or by a representative of any governing soccer organization, the Coach shall provide such justification in a reasonable time and manner.

(i) Duty to Supervise the Behavior of Others at Team Activities

The Coach shall make reasonable efforts to ensure parents and spectators observing a game from the Coach's side of the field do not behave discourteously toward the referees or toward opposing players, coaches or spectators. The Coach shall also be responsible for ensuring players do not behave discourteously toward the referees or toward opposing players, coaches or spectators.

Section 5.3. RECRUITMENT OF PLAYERS PROHIBITED

The Coach shall not offer, directly or through any other person, any inducement to a player or to anyone in a position to influence a player, to play on any team.

Section 5.4. EXCLUSIVE AUTHORITY TO MAKE CERTAIN DECISIONS

The Coach shall have the exclusive authority to determine the following matters:

- (a) The selection of players.
- (b) The day, time and place of team practices.
- (c) The field position of each player.
- (d) The amount of playing time of each player, provided that the Coach follows the rules and regulations for playing time prescribed by any governing soccer organization.
- (e) The suspension or other discipline of a player, except when seeking removal of a player from the team as set forth below.

Section 5.5. REMOVAL OF PLAYER FROM TEAM

The Coach may remove a player from the team for cause, including insubordination, repeated disruptive behavior or drug or alcohol abuse. The player or the player's parent may appeal the Coach's decision to the DOC by following the Grievance Procedures set forth in these Policies and Procedures.

Section 5.6. SELECTION OF AN ASSISTANT COACH OR TRAINER

(a) Purpose of Selecting an Assistant Coach

A Coach may select an Assistant Coach who must be approved as an NYSA staff Coach. The Assistant Coach may help run practices and games under the direction of the Coach.

(b) Time of Selection of Assistant Coach

If a Coach decides to select an Assistant Coach, the selection shall not be made prior to the publication of the team roster if the Assistant Coach is related to a player trying out for the team. If the Assistant Coach is not related to a player on the team, the Coach may name that person as Assistant Coach at any time, subject to the approval of the DOC as set forth in this Section.

(c) Qualifications of Assistant Coach

The Assistant Coach shall have all the qualifications required for an assistant coach by any governing soccer organizations.

(d) Selection of a Trainer

A Coach may select a guest or full-time trainer, subject to the approval of the DOC as set forth in this Section.

(e) Obtaining DOC Approval to Select or Hire an Assistant Coach or Trainer

Each Coach shall submit to the DOC a request for approval of an Assistant Coach or Trainer. The request shall include the applicant's resume, including relevant work experience, qualifications and references. The request shall also include a copy of any information that describes the applicant's responsibilities and has been provided to the parents by the Coach. The DOC shall have the authority to approve or deny each request.

Requests for an Assistant Coach or Trainer that are approved by the DOC shall not impose an additional financial obligation on the parents of the Team.

(f) Personal Behavior of Assistant Coaches and Trainers

Each Assistant Coach and Trainer shall behave at all team activities in a manner which demonstrates the NYSA's core values, reflects positively on the NYSA and the City of Norman and serves as a model of responsible adult behavior.

(g) Recruitment of Players Prohibited

The Assistant Coach or Trainer shall not offer, directly or through any other person, any inducement to a player or to anyone in a position to influence a player, to play on any team.

Section 5.7. REGISTRATION BY COACH

Each Coach shall complete the Oklahoma Soccer Association Coach's Registration Form and deliver it to the NYSA Administrator at least seventy-two (72) hours prior to participating in any team activity. In addition, the Coach shall complete a Disclosure and Waiver of Confidentiality Form as set forth in these Policies and Procedures.

SECTION 6. COACH SELECTION PROCESS

Section 6.1. PARENT EVALUATIONS AND FEEDBACK

Each year, the DOC shall solicit feedback from all Parents by distributing evaluation forms. The DOC shall distribute, receive and review the evaluations as part of the process to develop the Competitive Program coaching slate for the upcoming year.

The DOC shall give strong consideration to the parent evaluations of coaches as well as to any other forms of parental and player input on coaches.

Section 6.2. PRESENTATION AND APPROVAL OF COACHING SLATE

The DOC shall present the coaching slate for the upcoming year at the April meeting of the NYSA Board of Directors. After any necessary discussion, the Board of Directors shall approve the final coaching slate.

SECTION 7. TEAM ADMINISTRATORS

Section 7.1. THE TEAM MANAGER

(a) Coordinating Team Activities

The Team Manager shall be the team's administrator and coordinator of team activities. The Team Manager shall keep parents informed in writing of the team's practice and game schedule, shall coordinate game schedule changes and shall make travel arrangements for the team, including hotel reservations. The Team Manager is encouraged to refer to the Team Manager Handbook for additional information.

(b) Liaison Between Coach, Parents and Players

The Team Manager shall act as a "go-between" for the Coach, parents and players when requested to do so by the Coach, a parent or a player.

(c) Assignment of Other Duties

The Team Manager may assign other duties to parents as needed. Such other duties may include keeping team and individual statistics, organizing team parties/events, doing laundry at tournaments, etc.

Section 7.2. THE TREASURER

(a) Treasurer Duties

The Treasurer shall set up and maintain a bank account in the team's name. The Treasurer shall collect accounts receivable, make deposits, pay team expenses, disburse other money as needed, keep records of transactions and provide periodic income and expense statements to the team's parents. The Treasurer shall be one of two co-signees on all checks and shall assign another parent to be the other co-signee. The Treasurer is encouraged to refer to the Treasurer Handbook for additional information.

(b) Coach as Treasurer Prohibited

The Coach shall not be the Treasurer nor be a co-signee on the bank account.

Section 7.3. SELECTION OF TEAM ADMINISTRATORS

The Coach shall select and appoint Team Administrators at the initial team meeting.

SECTION 8. TEAM FORMATION

Section 8.1. NAMES AND COLORS OF NYSA COMPETITIVE PROGRAM TEAMS

The Celtic shall be the name of all Teams in the boys' Competitive Program and the Fury shall be the name of all Teams in the girls' Competitive Program. In addition, each Team shall be designated by the year showing the age level of that Team. The colors for the Teams shall be green, black and white.

Section 8.2. AGE CRITERIA

The DOC shall determine in the spring of each year the age levels for which Teams will be formed. The criteria for meeting the age level shall be based on the latest published U.S. Youth Soccer standards and defined by soccer year.

Section 8.3. TEAM MAKEUP

Each Team shall be composed of at least the minimum number of players required for registration of the Team to play in the League.

Section 8.4. CHOICE OF PLAYERS AT COACH'S SOLE DISCRETION

The Coach shall have the sole discretion as to the selection of players for that Coach's Team.

Section 8.5. FORMATION OF ADDITIONAL TEAM AFTER TRYOUTS

Frontier Country rules require each Club, by the spring of each year, usually one to two months prior to tryouts, to submit to Frontier Country a list of all teams it intends to field in the fall together with the name of each Coach. Therefore no new teams may be formed after tryouts. Every effort shall be made to determine the number of potential players at each age level so that a sufficient number of teams will be set up and submitted to Frontier Country in the spring. Among the steps that shall be taken are to establish contact with the NYSA Academy and Recreational Programs to determine the level of interest and ability among the under-10 players and to nominate "nominal coaches" for teams that appear to have sufficient players, but for which no permanent Coach can be found prior to the date Frontier Country requires for submission of teams and coaches. At tryouts, the DOC shall make a decision as to whether enough talent exists to warrant the formation of an age pure team or, if two age groups need to be combined, how to most advantageously mix the age groups.

Section 8.6. ANNOUNCEMENT OF TEAM ROSTER

The Coach shall notify each player of acceptance or rejection on the day of tryouts by giving each player a sealed envelope at the conclusion of the tryouts with notification.

SECTION 9. THE TRYOUT

Section 9.1. MANDATORY MEETING PRIOR TO TRYOUTS

At the mandatory pre-tryout Coaches meeting, the Coaches shall receive information as to which Teams will be formed and they will work together to develop a tryout schedule which meets the requirements of the governing soccer organizations and these Policies and Procedures.

Section 9.2. GENERAL CHARACTERISTICS

The purpose of the Competitive Program tryout is to allow each Coach and a group of evaluators to observe and evaluate each applicant for a position on the Coach's team. Each applicant at a tryout shall be given the opportunity to demonstrate the player's technical and tactical abilities for the Coach and evaluators. While a candidate's performance in the tryout is important to the Coach's selection process, the candidate's previous performance is also weighed heavily in the selection process.

Section 9.3. SPECIFIC CHARACTERISTICS

Each Coach shall conduct a tryout for his own team. The precise organization of the tryout is left to the discretion of the Coach. The tryout shall consist of at least one session. In certain situations, the Coach may require two sessions to select players for his or her Team. Therefore, Players are encouraged to plan to attend two tryout sessions in case a second session is required.

Section 9.4. SUPPLEMENTAL TRYOUTS

A Coach may hold a supplemental tryout after the conclusion of regular tryouts for any applicant who was unable to attend tryouts. In addition, a Coach may hold a supplemental tryout at any time during the soccer year.

Section 9.5. DATE OF TRYOUT

The tryout shall be held on the dates assigned to NYSA by Frontier Country.

Section 9.6. PUBLICATION OF TRYOUT SCHEDULE AND OTHER INFORMATION

As soon as the DOC is informed by Frontier Country of the dates of the tryout, the DOC shall assign times and places to each team on the assigned dates for the tryout. The tryout schedule, together with team age criteria, will then be published on the NYSA website and provided in such other publications and at such locations as the DOC deems reasonably designed to give notice to the community that the tryouts are scheduled.

Section 9.7. EVALUATORS.

All NYSA Competitive Program staff coaches shall make every effort to be at all tryout time slots in order to help with evaluation. NYSA Competitive Program staff coaches will be the only evaluators.

SECTION 10. FINANCES, SPONSORS AND FUNDRAISING

Section 10.1. FINANCES

(a) Expenses

Each team's expenses are the responsibility of the members of the team. These costs will vary from team to team. The estimated costs of operating each team shall be provided to applicants and their parents by the Coach at the tryout.

(b) Inability to Meet Expenses

No applicant shall be rejected from playing on a team and no player shall be removed from a team because of an inability to pay the player's share of expenses, provided that the applicant, the player, the applicant's parents, or the player's parents consults with the Coach to make alternative payment plans or other arrangements. Failure to pay expenses without reasonable cause and without having consulted with the Coach or the Parent Representative shall be grounds for suspension or removal of the player from the Team.

(c) Scholarship Application

Players may submit a request for a full or partial scholarship to the NYSA Administrator by completing a scholarship application form. Scholarship requests shall only apply to the fees assessed by the NYSA. All scholarship applications shall be reviewed by a Competitive Scholarship Committee that consists of the

DOC and the NYSA Administrator, as well as the NYSA Competitive Representative, NYSA Treasurer and other designated NYSA Board members. The Competitive Scholarship Committee shall have the authority to approve or deny each scholarship application.

Section 10.2. FUNDRAISING

Each Competitive Program team may hold fundraisers as needed. Individual team fundraisers shall not conflict with any fundraiser approved and organized for all Competitive Program Teams by the NYSA Board of Directors.

Section 10.3. SPONSORS

(a) Selection of Sponsor

A Team may secure sponsors to help it with expenses. The selection of sponsors shall be made with due consideration for the mission, vision and core values of the NYSA and the City of Norman, and with respect for the nature of NYSA as an organization devoted to the development of character and sportsmanship in youth.

(b) Wearing Sponsor's Logo

Team uniforms shall only include logos of sponsors approved by the NYSA's Board of Directors. Logos of individual team sponsors may be placed on t-shirts or other team paraphernalia.

(c) Sponsor to Have No Authority

A sponsor shall have no authority over player selection or over any team activity.

SECTION 11. PRACTICES

Section 11.1. PRACTICE SCHEDULE

The Coach shall have the right to set the practice schedule for the team in accordance with applicable rules and regulations of the governing soccer organizations.

Section 11.2. RULES FOR PLAYER ATTENDANCE

The Coach shall have the right to establish rules regarding each player's attendance at practice in accordance with these Guidelines.

Section 11.3. PRACTICE FIELDS

The DOC shall coordinate the assignment of practice fields at the Gillis-Rother Soccer Complex.

SECTION 12. TOURNAMENT PARTICIPATION

Participation in tournaments is a necessary and important part of developing youth soccer players. Therefore, each Competitive Program Team is encouraged to participate in at least four (4) tournaments during the soccer year. The Coach shall determine which tournaments are best suited to the development of the players. In making this determination, the Coach may consult with the DOC, parents and players.

SECTION 13. UNIFORMS AND LOGOS

Section 13.1. COLORS

The colors of the Celtic and Fury uniforms shall be kelly green, black and white.

Section 13.2. SELECTION AND DISTRIBUTION

The NYSA Board of Directors shall select a vendor (the "preferred vendor") to provide required and optional player apparel and equipment that bears the official NYSA logo.

In conjunction with the NYSA President, the DOC shall form a Uniform Committee that shall consist of the DOC, the NYSA Competitive Representative, the preferred vendor, a Parent representing Celtic Players and a parent representing Fury Players.

Based on input from the Uniform Committee, the DOC shall make the determination of player apparel. Required Player apparel shall consist of uniform and practice kits (i.e., jerseys/shirts, shorts and socks). Optional Player apparel and equipment may include warm-ups, bags and any other designated items.

Section 13.3. LOGOS

(a) Official Logo

There shall be an official NYSA logo. The official logo shall be placed on required and optional Player apparel and equipment as selected in accordance with this section.

(b) Unofficial Logos

The DOC shall approve any variation from the official logo that is used on apparel, equipment and accessories worn or used by Players, Parents and Coaches.

SECTION 14. EQUIPMENT

Section 14.1. SELECTION

Equipment that conforms to the rules and regulations of the governing soccer organizations may be purchased by teams and individual players with no restrictions as to style or color.

Section 14.2. SELECTION PROCESS

Each Team shall decide what equipment shall be purchased individually and be the property of the individual player and what equipment shall be purchased by the Team, with the cost apportioned pro-rata to each player, and be the common property of the Team. The Team Manager shall be in charge of the purchase of Team equipment.

SECTION 15. INSURANCE AND OTHER FORMS

Section 15.1. USYSA FORM HS86 – INSURANCE FOR PLAYERS

USYSA Membership Form HS86, together with the registration fee, insures a player while in transit to or from, and while a player is participating in, a team activity. Insurance coverage goes into effect seventy-two (72) hours after the Form and the fee are delivered to the NYSA Administrator.

Section 15.2. PLAYER OR PARENT MUST COMPLETE MEMBERSHIP FORM HS86

Each player eighteen (18) years of age or older and a parent of each minor player must complete and return USYSA Membership Form HS86 together with the registration fee at least seventy-two (72) hours prior to the player participating in any team activity.

Section 15.3. FORM 10 NOV 89 – INSURANCE FOR COACHES AND TRAINERS

Form 10 Nov 89, together with the registration fee, insures coaches, assistant coaches, and trainers while in transit to and from, and while participating in, a team activity. Insurance coverage goes into effect seventy-two (72) hours after the Form and the fee are delivered to the NYSA Administrator.

Section 15.4. MEDICAL TREATMENT AUTHORIZATION FORM

Each player eighteen years of age or older and a parent of each minor player must complete an Authorization for Medical Treatment Form before the player may participate in any Competitive Program activity.

Section 15.5. DISCLOSURE AND WAIVER OF CONFIDENTIALITY

Each Coach, Assistant Coach and Trainer shall be required by Frontier Country to sign a Disclosure Statement and Waiver of Confidentiality, which will permit a background check on each such person.

SECTION 16. DISCIPLINE

Section 16.1. WHEN DISCIPLINE IS WARRANTED

Discipline is warranted any time a player at a team activity behaves in a way that unreasonably interferes with the teaching and learning process at practices or disrupts the coaching process of any team at a game. In addition, discipline is warranted any time a Coach, player, parent or spectator at a team activity behaves in a manner inconsistent with the mission and core values of the NYSA. This includes fighting, the use of profanity, abusive or degrading language, obscene or degrading gestures directed at any other person or at people or things in general, the use of illegal drugs, the use of alcohol by minors and the abuse of alcohol by adults. The Coach as well as each Team Administrator has the responsibility to enforce discipline at team activities.

Section 16.2. DISCIPLINE OF PLAYERS

The Coach has the authority under Frontier Country rules and these Policies and Procedures to discipline members of the Team for misconduct. Discipline may involve reasonable physical activity such as running or calisthenics or may involve suspension of a player from one or more team activities or from a portion of a team activity, or removal of a player from the team for serious or persistent misconduct. With respect to a player who is a minor who has committed serious or persistent misconduct, the Coach shall consult with the player's parents and attempt to remedy the misconduct with the parents' help a reasonable time prior to recommending that the player be removed from the team, unless the reason for removal is non self-defensive physical violence directed against any other person.

Section 16.3. PROCEDURE FOR DISCIPLINE OF PLAYERS

The procedure for disciplining players is covered in these Policies and Procedures under "The Coach" and "Grievance Procedures."

Section 16.4. DISCIPLINE OF COACHES, ASSISTANT COACHES AND TRAINERS

A Coach, Assistant Coach or Trainer found to have engaged in misconduct may be reprimanded, suspended from one or more team activities or removed from the Team, depending on the severity of the misconduct.

Section 16.5. PROCEDURE FOR DISCIPLINE OF COACH

Any person aggrieved by the conduct of a Coach, Assistant Coach or Trainer shall follow the Grievance Procedures provided in these Policies and Procedures.

SECTION 17. GRIEVANCE PROCEDURES

Section 17.1. GRIEVANCE PROCEDURE APPLIES TO ALL INFRACTIONS

Except as provided in the next paragraph, the procedure described in this section is available to any person aggrieved by any decision made under these Policies and Procedures or otherwise made in the course of operating the Competitive Program, or by any action done or any failure to act in breach of the rules and regulations of the governing soccer organizations or these Policies and Procedures.

Section 17.2. GRIEVANCE PROCEDURE INAPPLICABLE TO COACHING DECISIONS

This procedure is not intended to provide any person with a forum for second guessing the decisions of any Coach related to matters that are governed by the rules, regulations and common practice of the game of soccer, and the matters in these Policies and Procedures that are subject to the sole discretion of the Coach.

Section 17.3. GRIEVANCE PROCEDURE DESCRIBED

(a) Filing a Request for Investigation

A person aggrieved may submit to the DOC, in writing, a request for an investigation into any incident, decision, pattern of conduct, or other matter which the aggrieved person believes constitutes a violation of the rules or regulations of any governing soccer organization or these Policies and Procedures. The request for an investigation shall contain the names of the individuals involved, including an address for each individual if known to the person aggrieved, a brief description of the facts of the alleged violation and the names of any persons known to the aggrieved person who could substantiate the aggrieved person's allegation. In addition, the request for investigation may contain any other information, such as dates and locations, which the aggrieved person believes will help in the investigation. The aggrieved person shall submit a sufficient number of copies of the request for an investigation to enable the DOC to retain one copy, to provide a copy to each person named in the request for an investigation as having committed a violation and an additional seven copies to be distributed by the DOC as described below.

(b) Inform Person Accused of Violation That a Request for an Investigation Has Been Filed

Upon receiving a request for an investigation, the DOC shall immediately notify each person named in the request for an investigation that he or she has been so named and shall provide copies of the request to each such person, together with a cover letter informing the person of the procedure involved and the potential consequences of a finding that a violation has occurred.

(c) Initial Evaluation of Request for An Investigation and Effort to Mediate

The DOC shall conduct an initial evaluation of the allegations contained in the request for an investigation to try to determine whether they are of the type which this procedure is meant to handle as described above. If the DOC determines that the request for an investigation is not appropriate, the person aggrieved may ask the NYSA Board of Directors at its next regularly scheduled meeting to review the DOC's decision. That review shall only involve the question of whether an investigation is appropriate and not go into the facts of the allegations any more than is necessary to determine whether the Board should support the DOC's decision. The DOC shall also offer to mediate the dispute. If the matter can be resolved to the satisfaction of the parties involved by such mediation, no further action will be necessary. The NYSA Board of Directors shall make a record of any written documents in the incident and of the outcome.

(d) Appointment of Committee to Investigate

If the DOC determines that an investigation is appropriate and the DOC's efforts to mediate are unsuccessful, the DOC shall appoint a Grievance Committee consisting of the DOC and six other voting members of the NYSA Board of Directors to conduct a meeting at which all parties involved may appear and present information bearing on the allegations. Notice of the date, time, and place of the meeting shall be given to the aggrieved person, to each person named in the request for an investigation as having committed a violation and to any other person known to the DOC to have information bearing on the allegations. The meeting shall be closed to all others.

(e) Committee To Determine Facts and Recommend Action

After hearing the presentation of facts by the person aggrieved, those accused of committing the violation and others with knowledge of the facts giving rise to the allegations, the Grievance Committee shall prepare a statement of the facts as the Grievance Committee can best determine them, together with a conclusion as to whether a violation has taken place and a recommendation for what action should be taken to remedy the situation or to impose sanctions against any person. The DOC shall inform the person aggrieved and any persons accused of the decision of the Grievance Committee and provide each such person with a copy of the Grievance Committee's statement, conclusion and recommendation. If the Grievance Committee consists of at least a majority of the current NYSA Board of Directors, the determination and recommendation of the Grievance Committee shall be final.

(f) Review by NYSA Board of Directors

If the Grievance Committee does not consist of at least a majority of the current NYSA Board of Directors, the person aggrieved or the person accused may inform the DOC within ten (10) days of the Grievance Committee's recommendation that he or she wants the NYSA Board of Directors as a whole to review the matter. If the person aggrieved or the person accused wants a review by the NYSA Board of Directors and has informed the DOC within ten (10) days of the Grievance Committee's decision, the DOC shall call a Special Meeting as set forth in these Policies and Procedures. All parties and witnesses shall be given notice of the Meeting. The NYSA Board of Directors shall provide a full hearing on the matter and determine a remedy or sanctions. The determination of the matter shall be final as of the date the decision of the NYSA Board of Directors is rendered.

Section 17.4. FAILURE OF ANY PERSON TO ABIDE BY GRIEVANCE PROCEDURE DECISIONS

Any person as to whom a sanction was imposed in a grievance procedure or who was a party to a grievance procedure and has been ordered to act to implement a remedy who fails to take the action necessary to carry out the intent of the Grievance Committee or the NYSA Board of Directors, as the case may be, within a reasonable time after a decision has become final shall be subject to additional sanctions, including suspension from team activities or removal from any position that person holds in the Competitive Program. What constitutes a reasonable time for compliance shall be left to the discretion of the DOC who shall inform the person involved of the time in which he or she must comply. Any sanctions imposed for non-compliance shall be proposed by the DOC to the NYSA Board of Directors at a regular or special meeting, after notice is given to the party against whom the sanctions are sought. Any sanction imposed by the NYSA Board of Directors for non-compliance shall go into effect immediately, unless otherwise stated by the NYSA Board of Directors.

SECTION 18. DEFINITIONS

Section 18.1 "Age" means the age of a player determined in accordance with the rules and regulations of the governing soccer organizations.

Section 18.2. "Coach" means the person selected by the DOC to be in charge of a Competitive Program Team and who is registered as a Coach. The Coach may be paid or unpaid.

Section 18.4. "Child" means a person under the age of eighteen (18) years.

Section 18.5. "Competitive Program" means all of the activities comprising the operation of the Fury Program or Celtic Program, or both.

Section 18.6. "Compensation" means both payment for services rendered and payment or reimbursement of travel, meal and accommodation expenses.

Section 18.7. "Equipment" means soccer shoes, shin guards, soccer balls, bags, nets, medical bag and its contents and miscellaneous items not worn by a player.

Section 18.8. "Frontier Country" means Frontier Country Soccer Association.

Section 18.9. "Full-time trainer" means a Trainer who regularly attends practices of a Team for the purpose of training the players on that team and receives compensation for doing so.

Section 18.10. "Governing Soccer Organizations" means the United States Youth Soccer Association ("USYSA"), the Oklahoma Soccer Association ("OSA"), the Frontier Country Soccer Association ("Frontier Country" or "FCSA") or the Norman Youth Soccer Association ("NYSA").

Section 18.11. "Guest Trainer" means a trainer who attends occasional practices of a Team for the purpose of training the players on that Team whether the trainer receives compensation or not.

Section 18.12. "Inducement" means anything of value promised or given to any person in exchange for that person or any other person using influence to achieve any purpose. A thing is "of value" if a reasonable person would consider it desirable or if the person to whom it is promised or given actually considers it desirable.

Section 18.13. "League" means a configuration of teams determined by the governing soccer organizations.

Section 18.14. "Logo" means a graphic depiction of the symbol, name or both of the Fury and Celtic Teams, which has been adopted by the NYSA.

Section 18.15. "Minor" means a person under the age of eighteen (18) years.

Section 18.16. "Notice" means a communication of information given in a prescribed form such as in writing or, if no form is prescribed, then given in a manner reasonably likely to reach the person to whom notice is to be given.

Section 18.17. "Parent" means a player's mother, father or legal guardian.

Section 18.18. "Soccer Year" means that period of time so defined by the governing soccer organizations.

Section 18.19. "Team Activity" means any practice, game, Team meeting, fundraiser, tournament or any other occasion on which the Team assembles as a Team at the direction of the Coach or a Team Administrator.

Section 18.20. "Trainer" means a person, other than the Coach and Assistant Coach, who conducts or assists at practices at the direction of the Coach.

Section 18.21. "Uniform" means the Club mandated wearing apparel of a player consisting of shirts, shorts and socks.

SECTION 19. AMENDMENTS

These policies and procedures may be amended by a two-thirds (2/3) vote of the NYSA Board of Directors.

WITNESS:

/s/, NYSA PRESIDENT

June 6, 2011