

SAY NORTH
CODE OF ETHICS, DISCIPLINARY ACTIONS AND DUE PROCESS

COACHES, PLAYERS and SPECTATORS

This applies to all organizations/clubs in the SAY (Soccer Association for Youth) North and any District or Organization that is authorized to play in the SAY North during any season for all recreational games. The philosophy of SAY is for children to play and learn soccer in a safe and enjoyable environment. Therefore, the following Code of Ethics shall apply to all coaches, players and spectators participating in the SAY North programs. Violations of these codes may result in disciplinary actions taken not only by the parent District/Organization but also by SAY North. Disciplinary actions and the procedures for due process are also included.

CODE OF ETHICS FOR COACHES

The position of coach or leader of any youth group is an important and serious responsibility. All the children look up to the coach and respect his/her position. The behavior of the coach is constantly under observation by them and they will strive to imitate the coach's actions. The coach's opinion and behavior during the game will carry more weight than anyone else's, even parents. A responsible coach will conduct himself/herself using the following guidelines. A good youth soccer coach will:

1. Know the laws of the game and teach them to your players. Read the rulebook and attend a clinic to enhance your knowledge of the game.
2. Abide by the Laws of the Game and the Soccer Association for Youth Rules.
3. Treat referees with respect, no matter what the call.
4. Exhibit excellent conduct at both practices and games. Team discipline reflects the coach's attitude 100%. The coach is responsible for the conduct of the players when they are together as a team and the conduct of the spectators at practice and games.
5. Coach clean, skillful and honest soccer by stressing playing hard over winning.
6. Stress good sporting conduct.
7. Help maintain a climate of safety and enjoyment among spectators by discouraging negative remarks and/or harassment of players, referees, other coaches and other spectators. Remember that coaches are responsible for the conduct of their spectators. Keep all comments positive.
8. Work at team morale as hard as soccer skills and tactics. Be a "fun leader". Stress individual skill development more than tactics. Minimize lectures, maximize demonstrations. Stress having fun.
9. In dealing with team members, maximize praise and minimize criticism. Make corrections slowly and calmly in a manner tailored to the individual.
10. DO NOT use profanity or vulgar language. Remember you are helping to mold the character of your players.
11. Coach talented and non-talented players with equal vigor. Allow all players more than their required playing time.
12. Minimize coaching from the sideline during the game. Know where your position on the sideline is during a game. Screaming during the game accomplishes nothing.
13. Pre-plan practice sessions in detail to be interesting, fast paced and involve all team members as much as possible (minimize standing around).
14. Welcome feedback from players and parents alike concerning potential problems and ways to improve.
15. Promote fair play at all levels. Discourage Passers from being in an offside position during games even though offsides is not enforced at the Passers level.

DISCIPLINARY ACTIONS FOR COACHES AND SPECTATORS

It is against the Rules of SAY soccer for any coach, spectator or player to threaten, harass or intimidate soccer officials in any way. This includes before, during and after any game sanctioned by SAY North and/or SAY soccer. Failure to comply with the SAY Laws and Rules of the game as well as this Code of Ethics will

result in disciplinary actions listed below. Additionally, immediate expulsion from the game and field area (i.e. out of sight or earshot of the official) and/or loss of the game by judgment of the District representative or Organization officials. Any physical contact with a soccer official could mean legal action by the SAY soccer association and/or the individual official(s).

At the direction of the Referee, coaches and players may be cautioned (yellow card) and ejected (red card) before, during or after a sanctioned game. Spectators may be ejected (no cards) from the field or area for any of the following offenses: entering the field without permission from the referee (including during an injury), showing dissent by words or actions with any decision of the referee, foul or abusive language or unacceptable conduct towards the referees, players, coaches or other spectators.

<u>INFRACTION</u>	<u>PENALTY/ DISCIPLINARY ACTION</u>
Abusive language to an official, player, coach or spectator.	First offense: Yellow Card – Caution Second Offense: Red Card – Ejection from the game. One game suspension (next game)
Foul language to an official, player, coach or spectator.	Red Card – Ejection from the game. One game suspension (next game)
Threatening actions or words towards an official, player, coach or spectator.	Red Card – Ejection from the game. One game suspension (next game)
Aggressive physical contact with the referee, player or coach, i.e. grabbing the arm, turning the individual around, poking, bumping, etc..	Red Card – Ejection from the game and 4 game suspension
Striking or kicking an official or a player.	Red Card – Ejection from the game and expulsion from the parent organization and SAY North for the season.
Refusal to leave the playing field after an ejection.	Two game suspension.
Any coach, player or spectator observed using or under the influence of drugs and/or alcohol before or during a game.	Red Card – Ejection from the game and one game suspension. Subject to expulsion from the league by SAY North Board review.
Entering the field of play without the permission of the referees.	First offense: Yellow Card – Caution Second Offense: Red Card – Ejection from the game. One game suspension (next game)
Constant and excessive verbal harassment of the referee or players.	Red Card – Ejection from game and one game suspension.
Instructing players to play in a dangerous or unsportsman-like manner.	First Offense: Caution – Yellow Card. Second Offense: Red Card – Ejection from the game. Two (2) game suspension possible Expulsion review
Instructing players to play in a dangerous or unsportsman-like manner with deliberate intent to harm.	Red Card – Ejection with Two (2) game suspension possible Expulsion review
Coaches do not remain between penalty box and mid-field. Spectators on wrong side of field or behind goal.	First Offense: Yellow Card – Caution Second Offense: Red Card – Ejection and one game suspension
Playing an illegal player.	Game Forfeiture and season suspension
Instructs players to delay the restart of the game.	First Offense: Yellow Card – Caution Second Offense: Red Card – Ejection from game and one game suspension.
Two cautions (yellow cards) in a single game for the same or different offenses.	Red Card – Ejection from the game and 1 game suspension.

CODE OF ETHICS and DISCIPLINARY ACTIONS FOR PLAYERS

All registered soccer players in the SAY program are required to learn the Laws and Rules of SAY soccer, play fair and assure the safety of themselves and their teammates. Violation of the rules of soccer will result in a penalty in accordance with the Rules of Soccer as determined by the soccer official during the game.

All registered soccer players in our program are required to explain to everyone attending their games that it is against the rules of SAY Soccer for a spectator, coach or player to threaten, harass or intimidate soccer officials in any way. This includes before, during and after all games sanctioned by SAY Soccer. Failure to comply with the rules could mean immediate expulsion from the game and field area and/or loss of the game. Any physical contact with a soccer official could mean legal action by the SAY soccer association. Every coach is hereby instructed to make all players and parents aware and knowledgeable of the following Code of Ethics and their penalties.

In addition to any penalties assessed in a game in accordance with the Laws and Rules of SAY soccer, the following:

<u>INFRACTION</u>	<u>PENALTY/DISCIPLINARY ACTION</u>
Abusive language to an official, player, coach or spectator.	First offense: Yellow Card – Caution Second Offense: Red Card – Ejection from the game. One game suspension (next game)
Foul language to an official, player, or spectator.	First Offense: Yellow Card – Caution Second Offense: Red Card – Ejection from the game. One game suspension (next game)
Threatening actions or words towards an official, player, or spectator.	Red Card – Ejection from the game. One game suspension (next game)
Aggressive physical contact with the referee or player i.e. grabbing the arm, turning the individual around, poking, bumping, etc..	Red Card – Ejection from the game and 4 game suspension
Spits at an opponent or any other person.	Red Card – Ejection from the game and 1 game suspension
Striking an official.	Red Card – Ejection from the game and Expulsion for the season
Striking (closed fist) or kicking a player.	Red Card – Ejection from the game and 1 game suspension. Second offense for same reason is expulsion for the season
Refusal to leave the playing field after an ejection.	One game suspension.
Any player observed using or under the influence of drugs and/or alcohol before or during a game.	Red Card – Ejection from the game and one game suspension. Subject to expulsion from the league by SAY North Board review
Entering or deliberately leaving the field of play without the permission of the referees.	First offense: Yellow Card – Caution Second Offense: Red Card – Ejection from the game. One game suspension (next game)
Denies an opponent a goal or an obvious goal-scoring opportunity by deliberately handling the ball (does not apply to goalkeeper within his own penalty area).	Red Card – Ejection from the game and one game suspension
Denies an obvious goal-scoring opportunity to an opponent moving towards the player’s goal by an offense punishable by a free kick or a penalty kick.	Red Card – Ejection from the game and one game suspension

CODE OF ETHICS and DISCIPLINARY ACTIONS FOR PLAYERS (continued)

<u>INFRACTION</u>	<u>PENALTY/DISCIPLINARY ACTION</u>
Delays the restart of play during the game.	First Offense: Yellow Card – Caution Second Offense: Red Card – Ejection from game and one game suspension.
Fails to respect the required distance when play is restarted with a corner kick or free kick.	First Offense: Yellow Card – Caution Second Offense: Red Card – Ejection from game and one game suspension
Engages in dangerous or unsportsman-like behavior.	First Offense: Caution – Yellow Card Second Offense: Red Card – Ejection from the game. Two (2) game suspension possible Expulsion review
Engages in dangerous or unsporting behavior with intent to harm.	Red Card – Ejection with Two (2) game suspension possible Expulsion review
Two cautions (yellow cards) in a single game for the same or different offenses.	Red Card – Ejection from the game and 1 game suspension.

ADDITIONAL INFORMATION FOR COACHES AND PLAYERS

1. The SAY North Board Member review and/or District Representatives may levy penalties greater than those above if, in their opinion, circumstances indicate a greater penalty is appropriate.
2. Red Cards that are assessed after a game is completed will carry over to other games. This includes any coach or player that coaches, assists or participates in another SAY team/game.
3. Penalties that are assessed which are longer than the remaining season shall be carried over to the next season that the person participates.
4. A coach under suspension may not attend or participate in any way as either a coach, assistant coach or spectator in any game his or her team plays during his suspension. This includes any other teams of other age groups within SAY.
5. A coach under expulsion is out of the SAY North program indefinitely. The SAY North Board may reinstate a coach only after a favorable review. An expelled coach may not act in any coaching, managerial or administrative capacity in the SAY North Area.
6. The violation of any suspension or expulsion will result in the forfeiture of any game participated in and/or the elimination of the team from league play for the remainder of the season.
7. All Red Cards or ejections will be noted by the referee and reported to the SAY North Area Referee Coordinator within 24 hours of the offense.

STANDARDS OF CONDUCT CODE OF ETHICS FOR REFEREES

1. Referees shall always maintain the utmost respect for the game of soccer.
2. Referees will conduct themselves honorably at all times and maintain the dignity of their position and trust.
3. Referees shall honor their assigned game/match obligation.
4. Referees will endeavor to attend local meetings and referee clinics in order to better know the Laws of the Game and their proper interpretation.
5. Referees will always strive to achieve maximum teamwork with all fellow referees and/or linesmen.
6. Referees shall be loyal to all fellow referees and linesmen, and never knowingly criticize or promote criticism of them.
7. Referees shall strive to be in the best of physical condition so as to be in position to make the correct calls (supporting the endeavor to be in the right place at the right time).

STANDARDS OF CONDUCT CODE OF ETHICS FOR REFEREES (continued)

8. Referees will endeavor to control the players effectively by being courteous and considerate without sacrificing firmness.
9. Referees shall do their utmost to assist their fellow officials to better themselves and their work mentoring younger more inexperienced referees when needed.
10. Referees shall not make statements about any game except to clarify an interpretation of the Laws of the Game.
11. Referees should consider that it is a privilege to be part of the Soccer Association for Youth and should strive to make their actions reflect credit upon that organization and its Franchises/Organizations.

ADDITIONAL INSTRUCTIONS FOR REFEREES

1. All districts will purchase their Referee supplies from the SAY North Referee Coordinator at the current Area published cost. Supplies provided will include: (a) Current SAY Rulebook (b) a Refereeing Youth Soccer Book and (c) Red and Yellow Cards after passing grade.
2. All Referees who referee SAY North Leagues shall turn (13) thirteen years of age by the fall season.
3. Passing grades on the SAY Referee test is as follows: Probationary Referee (must referee with a qualified adult referee) 70-79, Qualified Referee 80-89, Certified Referee 90-100. After a Referee scores a 90 twice on the SAY Referee Test he/she is a Certified District Referee and only needs to attend the training for a rules review (pay the training fee required by the specific District if any) and receive a current SAY Rulebook each year thereafter. Referees scoring a 60-69 may only be used by Districts for in-house games and may require training upgrade period (as required by specific District) prior to re-testing.
4. All Referees who Referee the SAY North District Tournament shall have at least (2) two years experience approximately (4) four full seasons.
5. Referee Uniforms shall be black Referee Shirts with white collar and sleeve trim, black shorts, and black three-white striped Referee socks. (All FIFA Official Uniforms may be worn as an alternate).
6. Prior to the start of any season, all referee coordinators shall forward a complete list of all their Referees who meet the qualifications in number 3 above with their names, addresses, phone numbers, ages, and test scores to the SAY North Referee Coordinator. (This ensures their eligibility for SAY Soccer Insurance)
7. Referees shall report all Red Cards to their District and to the SAY North Referee Coordinator within 24 hours of the issuance. This will ensure proper action has been taken to notify the next opposing team and ensure sanctions/penalties are successfully carried out.

DUE PROCESS PROCEDURES

1. The Due Process Procedures provide a defined method for which individuals who feel they have a grievance against either the SAY North or the District/Franchise/Organization decisions or actions. The procedures do not effect the existing protest procedures involving game incidents as described in the SAY Rulebook SAY Organizational Rule #9, nor are they intended to be a vehicle for changing or overturning any game situations.
2. A complaint or appeal must be filed, in writing within seven (7) days of the incident complained of or decision being appealed. For a SAY North matter, the filing will be with the District Representative or other persons assigned by the District to receive these filings. For District/Franchise/Organization matters, the filing will be made with the District/Franchise/Organization President.
3. A hearing must be held within five (5) days of the receipt of the filing by SAY North or in the case of a District/Franchise/Organization matter, the District/Franchise/Organization President. A hearing board comprised of three (3) persons may be specified by SAY North or by the District/Franchise/Organization. However, provision must be made that only disinterested non-bias parties may serve on the boards at any level. The complainant and other parties of the complainant's choice will be allowed to be present and present evidence or argument.
4. The person whose decisions or actions are being complained of or appealed will also be heard. The hearing board will render a decision within three (3) working days and notify the parties concerned, in writing.
5. If the complaining party is dissatisfied with the decision, it may be appealed to the next level, i.e. to SAY North for District/Franchise/Organization matters or SAY National for SAY North matters. In addition, situations which the SAY North does not wish to decide, or situations involving more than one District may also be submitted to the next level.
6. Decisions of the District/Franchise/Organization hearing board may be appealed a second time at the District/Franchise/Organizational level. In this instance, a second District/Franchise/Organization hearing board of disinterested non-bias persons not hearing the first appeal shall be appointed to hear the second appeal.
7. In all cases, appeals must be submitted, heard and replies to must be made in the time frames indicated above and in writing.
8. Cases not covered by the published SAY North Code of Ethics and Behavior with specified penalties may be appealed to the National Review Board based on the procedures established by SAY. A fee of \$50.00 is required for any such appeal, to be refunded if the appeal is upheld.

DATED: 1/23/00