



# Texas United Futbol Club

## Recruitment/Inducement Policy



### INTRODUCTION

An important goal of Texas United Futbol Club is to allow the player and the player's parents to make the decision regarding club and team affiliation free from influence or duress.

The premise of this policy is that unsolicited communications in an effort to induce a player or specific group of players to join a team are inappropriate. The purpose of this policy is to deter teams and their representatives (whether authorized or not) from engaging in such conduct. The policy attempts to strike a balance between what is generally regarded as appropriate, mass informational campaigns, directed at no player or players in particular, and targeted efforts to get one or more specific players to join a team.

### POLICY

1. No coach, assistant coach, trainer, team representative, registered player, parent or advertisement may offer or provide any kind of inducement to recruit a player to play on their respective team. Forms of inducements include but are not limited to: free T-shirts, free uniforms, offers of or guarantees of college scholarships, free or discounted travel costs, free or discounted professional coaching, etc., if such costs are normally paid by the majority of the players associated with that particular team, club or organization. This rule applies to verbal discussions, letters, brochures, as well as radio and television advertisements. Failure to comply with the provisions of this rule may result in not less than a one (1) year suspension from all Club Association activities for the offending party. Complaints regarding noncompliance with this rule must be filed with the TUFC Director of Coaching and Training (DOCT).
2. No coach, assistant coach, trainer or team representative may allow an Association registered player who does not appear on his current roster or who is not considered a free agent by current Club rules and regulations to participate in any soccer related activity with them or their team unless such player has written approval from the coach or manager of record of his or her team.
3. If a coach, assistant coach, trainer, or team representative allows a player currently registered to the Club that is not a free agent to participate in an organized or impromptu practice session or scrimmage without the permission of the coach or of the team to which the player is registered or DOCT, he must notify the coach of the team to which the player is registered in writing within 48 hours of the player's participation, that the player in question participated in an organized or impromptu practice session or scrimmage. Submission of such notice does not prohibit the coach of the team to which the player in question is registered from requesting that the DOCT to investigate the incident to determine any rule violations.

### EXAMPLES OF IMPROPER RECRUITING / INDUCEMENT

1. A coach/trainer/parent/player approaches a player on Team X, immediately after a game against Team X. The representative tells the player that he/she is very good and deserves to play on a better team. The representative suggests that the player should come and play for their team or club.
2. A coach/trainer/parent/player is at a field where teams are between games. The representative notices a talented player on a team just finishing a game. The representative asks some players on his team to ask the player he has noticed to come to practice with their team.
3. A coach/trainer/parent/player contacts a player by phone, fax, letter, or in person to invite them to practice or play with their team.

4. Parents of players on a team decide that a player or group of players from another team would be a great addition to their team. The parents organize an effort to invite that player or players to practice or play with the team.
5. Any attempt by a coach/trainer/parent/player to recruit or induce a player through his or her status or affiliation as a guest player on any in-state or out-of-state team.

### **EXAMPLES OF PROPER RECRUITING**

1. A coach/parent/player responds to a request for information from a player or parent by telling them they need to contact the DOCT for any interests in joining another team. The request will be documented and acted upon by the DOCT.
2. A Club announces their Club and Team tryouts and includes factual information about their Club history, Team history, time, place, age groups, fees, equipment, phone numbers and other general information. The announcement is made through newspaper advertisement, direct mail, and school bulletins.
3. A coach does not have a slot on his team for a player. He contacts one or more other coach or coaches to see if they will observe the player and determine whether the other coach(es) may have a spot for the player. One of the other coaches indicates he would like to see the player. The first coach provides the name and phone number of the accommodating coach to the player or the player's parents. The player or the player's parents contact the accommodating coach to arrange for a meeting, participation in practice, or tryout, and such arrangements are made.
4. If a coach knows of another player that would be better suited for their team they should contact the DOCT to act as a go-between if there is proper justification.
5. If a parent or player approaches a coach/trainer/parent/player from another team about playing for them, the following should occur: a) the parent/player contact the DOCT to discuss their needs. Documentation of this request will be recorded by the DOCT. b) coach/trainer/parent/player should contact the DOCT. c) DOCT will discuss the current issues and determine if it can be resolved with training/mentoring of the current coach. d) If not, the DOCT will look for other teams that may meet their requirements. e) If there are no other teams, the DOCT should encourage the parent/player to discuss their issues with the coach or the DOCT will have that discussion.

### **FILING GRIEVANCES**

Only persons directly aggrieved by a violation of this policy may file a complaint. Such persons may include a player who was the target of improper recruitment, or coach or representative of the team from which the player was solicited. All grievances should be filed with the DOCT for proper investigation. The DOCT will send all recommendation and background information to the Board of Directors (BOD) for review.

### **HEARING COMPLAINTS**

A hearing on the complaint will be held at the next possible Board of Directors meeting. This time frame may be extended by the BOD with good reason. The BOD will hear from affected parties and consider relevant information arising out of a filed grievance. The affected parties include the complainant, the person(s) against whom the accusation was made, and others as permitted in the discretion of the BOD. The BOD will determine the level and kind of relevant evidence it will hear or accept.

### **PENALTIES FOR VIOLATIONS**

Coaches/trainers/parents can be issued a written warning or suspended from their Teams and TUFC fields for recruiting violations. All suspensions are by Board approval only. Multiple violations can result in expulsion from the club.

The Board of Directors will issue a written decision, which will include findings, conclusions, and, if appropriate, the sanctions to be imposed. The BOD will send a copy of the decision to DOCT, the complainant, and the person(s) against whom the accusation was made in a timely manner.