



FC Salmon Creek

TEAM POLICIES

TEAM GEAR. As an Adidas® uniformed club, FC Salmon Creek *encourages* coaches and players to wear Adidas® products from head to toe when representing FC Salmon Creek at team practices, league matches, tournaments, and other FC Salmon Creek events.

TRAVEL EXPENSES. Reimbursement of expenses that a Coach incurs traveling for Team-related activities is a matter between the Coach and a Team. However, as a guideline, FC Salmon Creek suggests:

- No reimbursement unless travel requires an overnight stay;
- For travel requiring an overnight stay, reimbursement for the costs of airfare, if any; hotel accommodations; and a per diem to pay for meals and incidentals of \$30.00 per day.

SUPPORT OF OTHER ACTIVITIES. FC Salmon Creek supports, and coaches shall respect, players' participation in activities other than FC Salmon Creek soccer, such as school-related activities, other athletic programs, family vacations, church retreats, and the like.

TOURNAMENT PARTICIPATION. FC Salmon Creek expects every team to participate in at least two (2), or equivalent competitive activities, during the year. The coach shall decide (with appropriate input from the Team Manager and team parents) which tournaments to enter based on which ones will adequately challenge the team and prepare players for the regular league season. FC Salmon Creek recognizes that player availability may be limited during pre-season due to family vacations and other commitments. Coaches may therefore add appropriately registered guest players to the tournament roster as allowed by the tournament.

GUEST PLAYERS. Guest players may be temporarily added to a team roster for summer tournament play. Guest players may participate in pre-tournament training sessions.

PARTICIPATION OF NON-REGISTERED PLAYERS. Players not registered with FC Salmon Creek or a tournament "guest" player shall not be permitted to participate in team training sessions. However, with prior notice to the FC Salmon Creek registrar, a coach may permit a non-FCSC player who is otherwise registered with WSYSA to participate in training sessions.

ADDING PLAYERS. A coach may, subject to WSYSA rules, add players to a team's roster by submitting a written request to the FC Salmon Creek registrar. FC Salmon Creek strongly encourages coaches to add players, if at all, prior to the beginning of the regular league season.

TRANSFER/RELEASING PLAYERS. A coach may, subject to CYSF rules, release players from a team's roster only after:

- Discussing the proposed player release with the Coaching Director, the Team's Manager, the player's parents, and the player; and
- Giving written notice of player release to the FC Salmon Creek registrar, with the release taking effect on the date such notice is received.

FC Salmon Creek strongly encourages coaches to release players, if at all, prior to the beginning of the regular league season. A Coach may not release a player merely to create space on a team to add a preferred additional player.

PLAYER DISCIPLINE. Coaches may carry out normal disciplinary functions with respect to disruptive players. When a player does not respond to normal discipline and continues to be disruptive, or if a coach experiences conflicts with a player's parent(s), the coach shall refer the matter to the Team Manager. The Team Manager and the coach shall

then work with the player, the player's parent(s), or both the player and parents to address the undesired behavior. Coach shall immediately notify the Coaching Director of any conflicts that remain unresolved despite the coach's and the Team Manager's efforts. At that point, the Coaching Director will be responsible for addressing the conflict in accordance with the Grievance Process described in the Player Contract.

GRIEVANCE PROCESS. FC Salmon Creek's philosophy is to solve problems at the lowest level possible. This means that if, for example, a Player and Parent have a concern with game playing time, the Player and Parent should address the issue within the Team environment, working with the Coach and Team Manager to solve the problem. If, however, problems cannot be solved at the Team level, then the Player and Parent may escalate the issue in the following manner:

- **Soccer Issues.** Any soccer-related dispute resulting from Player's participation may be submitted by the Parent to the Membership Representative, who will then forward the matter to the appropriate Coaching Director. In the event that a satisfactory solution cannot be found, the Parent(s) may escalate the issue to the SCSC President. Decisions by the President shall be binding on all parties.
- **Administrative Issues.** Any administrative dispute relating to Players participation may be submitted in writing by the Parent(s) to the Membership Representative. The Membership Representative will attempt to resolve the situation to the satisfaction of all parties. In the event that a satisfactory solution cannot be found, the Parent(s) or the Membership Representative may escalate the issue to the FC Salmon Creek Chair. The FC Salmon Creek Chair will then present the issue to the FC Salmon Creek committee for resolution. If the committee cannot find a satisfactory resolution, the Parent or Salmon Creek Chair may escalate the issue to the SCSC President. Decisions of the President shall be binding to all parties.
- **Ethical/Disciplinary Issues.** Any ethical or disciplinary violations committed by a Coach, Assistant Coach, Team personnel, Game Officials, Players, Parent(s) and spectators may be submitted to the SCSC executive board. Chair for review and investigation. All submissions must be in writing and contain an original signature. Disciplinary issues resulting from red or yellow cards issued to Players and/or Coaches during league, qualifiers, or Post-Season play fall under the jurisdiction of the WSYSA Disciplinary Committee and will be adjudicated by that committee.

PLAYER REFUND POLICY. In the event that a player withdrawals from their team before September 1st of the current season, one of the following policies applies. A FCSC Player Withdrawal form is required to complete the withdrawal process. The completed form must be turned in to the Team Manager in order to take effect. Notification is required in writing before the 1st of the current month.

- **Player is paying on a monthly schedule.** There will be *no refund* for the months paid and played. If notified after the 1st of the month, that monthly payment is still due.
- **Player had paid in full.** A refund will be issued for the months not played or paid up until September 1st. If notified after the 1st of the month, the monthly fee is still due. The refund will be prorated based on the date of withdrawal up until September 1st.

There will be no refunds issued for player owned equipment. There will be no refunds issued after September 1st.

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