

LJSC DISCIPLINE, PROTEST, GRIEVANCE AND APPEAL PROCEDURES

4.1. INTRODUCTION

PURPOSE The purpose of the LJSC Discipline, Protest and Grievance Procedures is to promote and ensure uniformity and consistency in the application of the rules and procedures of LJSC, including BYSA, STYSA, USYSA, USSF and FIFA. In addition, it is the purpose of these rules to attempt to regulate and control unacceptable, unsportsmanlike and unfair behavior on the part of players, coaches, managers, administrators, fans and supporters, in order to promote the sport of youth soccer.

4.2. DEFINITIONS

4.2.1. **Appeals** may be submitted following a decision from a protest hearing, administrative action, disciplinary hearing or lower level appeal. Only those parties to the original action shall be allowed to appeal.

4.2.2. **Assault** is an intentional act of physical violence. Assault includes, but is not limited to, the following acts: hitting, kicking, punching, slapping, choking, spitting at or on; grabbing or bodily running into; the act of kicking or throwing any object at another that could inflict injury; damaging a uniform or personal property; i.e., car, equipment (cards, whistle, notebook, etc.) or knocking equipment or other objects out of the hand.

4.2.3. **Abuse** is a verbal statement or physical act which implies or threatens physical harm to an individual. It also includes verbal abuse which is threatening, cursing, or demeaning a person or any member of his or her family.

4.2.4. **Automatic Suspension** shall mean that a coach, assistant coach, player, or spectator shall not participate in any LJSC, BYSA, STYSA, USYSA, USSF or FIFA sanctioned activity, including but not limited to games, practices, practice games, tournament play, or friendly games. LJSC shall confiscate all player ID cards of the team members or player(s) suspended, until such person petitions the STYSA Appeals Committee for a hearing and the committee re-instates. An automatic suspension may only be imposed for allegations of referee assault as per USSF Policy 531-9.

4.2.5. **Caution** shall mean when a referee shows a yellow card to a player during a game or issues a verbal warning to a coach, assistant coach, trainer or other individual during a game. All cautions should be recorded on the official game report.

4.2.6. **Ejections** shall mean:

- a. For a player when a center referee shows a red card to a player during a game.
- b. For a coach, assistant coach, trainer or other individual when the center referee asks that individual to leave the game area.
- c. All ejections should be recorded on the official game report.

4.2.7. **Disciplinary Hearings.** LJSC, BYSA, STYSA, USYSA, USSF, or FIFA may call disciplinary hearings to investigate allegations of misconduct. Allegations of misconduct constitute Violations of published rules, regulations / procedures, or match-related violent behavior and misconduct.

4.2.7.1. **Violations** which merit Disciplinary Hearings and Actions originating in or under BYSA's jurisdiction will be the basis for the foundation of this document, which will regulate how and where a Violation will be adjudicated. If a violation occurs which does not fall under

LJSC's primary jurisdiction then this document will dictate the direction of policy for filing a grievance or protest under other Member Associations including but not limited to BYSA, STYSA, USYSA, USSF, or FIFA. Please refer specifically to that clubs D & P/Appeals Procedure for detailed instruction and timeline.

4.2.8. **Disciplinary Action** may be rendered by the LJSC Disciplinary Committee following the completion of a proper hearing. This action may include, but is not limited to: censure, fines, suspensions, institution of probation stipulations, prohibition of participation in specific LJSC, BYSA or STYSA sanctioned activities, and removal from office or official position. It shall not include the issuance of penalty points beyond that which is prescribed in the STYSA Progressive Discipline System.

4.2.8.1. **LJSC Disciplinary Committee** shall consist of the five named Executive Officers of the LJSC Board and the Registrar. The named Executive Officers shall consist of the President, Vice President of Boys, Vice President of Girls, Treasurer, Secretary, and Registrar. In the event that a position has been officially noted to be either vacant, absent or compromised (found to have a conflict of interest), the Chairman/Chairwoman of the Committee will appoint another board member to fill this position on the Committee for the term of the noted D & P Hearing maintaining at least five seats. In the rare event that a committee of at least five cannot be formed due to lack of committee qualification or conflict of interest, the D&P Chairperson will appoint a person..

4.2.9. **Forms of Play:** LJSC recognizes the following forms of play:

a. Practices. Practices are any event by a team or part of a team for the purpose of instruction, drills, or performance preparation.

b. Practice Games / Scrimmages. Practice / scrimmage games are any play between two teams that are not season games or tournament play.

c. Season Games. Season games are those matches scheduled by Member Associations or Inter- Association leagues for play during the Fall or Spring seasons.????? Review this please since we host a Spring season.

d. Tournament Play. Tournament play is any contest involving teams competing in a series of games. Invitational tournaments are those to which teams apply, and a spoken or written request is provided requesting a team's participation. Post-seasonal tournaments are those in which teams earn the right to participate following season games.

e. Friendly Games. Games played between teams in a tournament format where awards are not presented and standings are not noted.

4.2.10. **Grievance** is any complaint which is not a protest or an appeal, but in the opinion of the complainant is a violation of LJSC, BYSA, STYSA, USYSA or USSF Constitution, By-Laws or Rules and Procedures. A grievance shall not encompass allegations of violations of FIFA Laws of the Game or matters of referee judgment.

4.2.11. **Protest** is related to a specific game and is filed by one of the involved team officials. Only those teams involved are permitted to protest a game result. Protests, on a specific game, cannot be filed by third parties, such as coaches of other teams or league / state administrator(s). A protest may not be based upon the judgment call of a referee.

4.2.12. **Referee** includes the following:

a. All currently registered USSF referees, assistant referees, 4th officials or duly appointed to assist in officiating in a match;

b. Any non-licenses, non-registered person serving as a referee;

c. Any club linesman.

4.2.13. **Season** - LJSC follows the STYSA seasons. STYSA Fall season shall begin on September 1st and end December 31st of each Seasonal Year. The STYSA Spring / Summer season shall begin on January 1st and end July 15th of each Seasonal Year.

4.2.14. **Standing** - In matters relating to grievances, protests or appeals, only the following will have standing before the STYSA Appeals Committee:

- a. currently registered players [and their legal guardian(s)];
- b. STYSA coaches;
- c. an elected / appointed STYSA administrator or committee member;
- d. any administrator / governing board member appointed or elected by a Member Association or Club in good standing.

4.2.15. **Suspension** is defined as follows:

a. A coach, assistant coach or trainer may not attend or observe one or more matches and may not participate in warm-up or half-time activities of the match or matches.

b. A player may not play in one or more matches; however, he/she may attend the next match or matches played by the team, but not in uniform.

c. Individual. Any other suspension of a person under these procedures is defined as: The person shall not attend or observe any LJSC, BYSA, STYSA, USYSA, or USSF sponsored event including practices, games, tournaments or any other event for the term of the suspension.

d. Team. Team suspension shall be defined as:

(1) The team shall not compete in any LJSC, BYSA, STYSA, USYSA, or USSF sponsored activity including practices, season games, friendly games, or tournament play.

(2) No travel permits may be approved.

(3) No more than five (5) players from the suspended team may transfer to or play on any one team with respect to roster size.

(4) The coach of the suspended team may not coach any of the players of the suspended team during the suspension with the exception of his / her child.

e. Association, Club or League. The suspension of an association, club or league means the loss of rights and privileges including any one or all of the following:

(1) loss of right to participate in Fall Championship playoffs, including District and State Tournaments,

(2) loss of right to participate in US Youth Soccer National Championship play;

(3) fines;

(4) loss of voting privileges; and

(5) loss of any other right or privilege provided by LJSC, BYSA, STYSA, USYSA, USSF and / or FIFA.

f. Reciprocity of Suspensions. LJSC, BYSA, STYSA and its Member Associations will reciprocally recognize the suspension of a player, coach, administrator, fan or team imposed by its Member Associations, Texas State Soccer Association South or any other USYSA National State Association.

4.2.16. A Coach is an individual who coaches, trains or manages a team either permanently or temporarily. This includes assistant coaches, trainers and managers.

4.3. APPEALS COMMITTEE

4.3.1. In the case of an appeal, if new evidence or testimony is presented to the Disciplinary Hearing Committee Chairman which could possibly impact a previous decision, an appeal would be granted. The time limit for an appeal is 10 days from the date of the D & P Hearings Ruling. The Chairman will present the new basis for appeal to the original D & P

Committee who heard the specific case and a majority vote will decide whether an appeal will be granted. If the original Committee members cannot be formed then the Chairman will follow the policy outlined in 4.2.8.1.

4.4. LINE OF JURISDICTION

4.4.1. The line of jurisdiction on protests, appeals, and grievances, except as indicated below, shall be as follows:

- a. LJSC D & P Appeals Committee
- b. BYSA D&P Appeals Committee
- b. STYSA Appeals Committee, then
- c. STYSA Executive Committee only in disputes between Member Associations or their member clubs, then
- d. USSF National Appeals Committee.

4.4.2. Assault of Referee. In the instance of assault of a referee, the line of jurisdiction shall be as follows:

- a. STYSA Appeals Committee, then
- b. USSF National Appeals Committee.

4.4.3. Abuse of Referee. In the instance of abuse of a referee, the line of jurisdiction shall be as follows:

- a. LJSC or STYSA D & P; then
- b. STYSA Appeals Committee; then
- c. USSF National Appeals Committee.

4.4.4. Request for Reinstatement following an Automatic Suspension of a Player for acquisition of excessive penalty points. The line of jurisdiction shall be as follows:

- a. STYSA Appeals Committee, unless referred to the Member Association by the Committee; then
- b. USSF National Appeals Committee.

4.4.5. Protest of League Play

- a. LJSC rules; then
- b. BYSA rules; then
- b. STYSA Appeals Committee; then
- c. No Appeals allowed

4.4.6. Protest of Fall District Play-off Competition

- a. In accordance with Play-off Rules Section V and handled by the STYSA Appeals Committee or its appointed representative(s);
- b. No appeals allowed.

4.4.7. Protest of Fall State Play-off Competition

- a. The STYSA Appeals Committee or their designates will render all decisions.
- b. No appeals allowed.

4.4.8. Protest of US Youth Soccer National Championship Play or STYSA President's Cup, Director's Cup and South Texas Cup Play (prior to State Play-offs)

- a. As per local member association / playing association rules,
- b. STYSA Appeals Committee
- c. No appeals allowed.

- 4.4.9. Protest of US Youth Soccer National Championship Play or STYSA President's Cup, Director's Cup and South Texas Cup State Play
- a. STYSA Appeals Committee or their designates will render all decisions on protests.
 - b. No appeals allowed
- 4.4.10. Protest of a Yellow or Red Card Booking
- a. The STYSA Appeals Committee shall render all decisions.
 - b. No appeals allowed.
- 4.4.11. Misconduct related to state team development or Olympic Development:
- a. STYSA State Team / Olympic Development Committee, then on appeal to:
 - b. STYSA Appeals Committee, then on appeal as per 4.4.1.
- 4.4.12. Invitational Tournaments. The Tournament Rules shall provide whether protests will be allowed and the requisite procedures for such. No appeals shall be allowed.
- 4.4.13. Decision Shall Stand Until Overturned. All decisions at all levels of the appeal / protest procedures shall stand and be in full force and effect until changed by a higher authority and communicated to all of the affected parties in writing.
- 4.4.14. Exhaust Lower Levels First. All lower levels of protest / appeal must be exhausted at all lower levels before STYSA Appeals Committee / Executive Committee will hear an appeal.
- 4.4.15. Appeal to Higher Level. At all levels of the appeal / protest process, if a decision is not reached within 45 days of receipt of the written appeal / protest, the party filing the appeal / protest may submit the appeal / protest to the next higher level with no additional fee.
- 4.4.16. Cannot Invoke Aid of Courts. No official, club, league, association, team coach, referee, fan, supporter or player or their representative may invoke the aid of the courts of any State or of the United States without first exhausting all available remedies within the appropriate soccer organizations as set forth under the lines of authority herein.
- 4.4.17. Penalty for Failure to Exhaust Administrative Remedies. Any person(s) or group(s) bringing action through the court system without exhausting the administrative remedies listed herein or in the USYSA / USSF rules is subject to the following:
- a. Suspension. The person(s) or group(s) shall be subject to suspension from all soccer activities and forfeit any appeal / protest rights. A hearing will be held by the STYSA Appeals Committee to determine whether suspension is warranted for the specifics of the case.
 - b. Liability for all Costs. The person(s) or group(s) is / are liable to LJSC, BYSA, STYSA and / or it's Member Association for all expenses incurred by LJSC, BYSA, STYSA, its Member Associations and / or officers, directors or administrators in defending the action, including, but not limited to:
 - (1) court costs;
 - (2) attorney's fees;
 - (3) cost of litigation, including depositions, expert witness fees, etc.;
 - (4) reasonable compensation for time spent by BYSA, STYSA and Member Association administrators and employees in responding to and defending against allegations in the action, including responses to discovery and court appearances;
 - (5) travel expenses; and

(6) expenses for holding special LJSC, BYSA, STYSA or Member Association meetings necessitated by the court action.

4.5. FEES FOR HEARINGS AND APPEALS

4.5.1. The fee to the LJSC Appeals Committee shall be \$250 (refunded if successful) for a protest filed with the Appeals Committee and \$300 (refunded if successful) for an appeal filed with the STYSA Appeals Committee.

4.5.2. The appeal fee to the STYSA Executive Committee shall be \$300, refunded if the appeal is successful.

4.5.3. All fees will be submitted in the form of cash, STYSA Member Association check, money order, certified or cashier's checks made payable to STYSA.

4.5.4. There shall be no fee for requests for a hearing following an automatic and/or indefinite suspension, an appeal of a Kidsafe/Adult Participation Pass denial, or for grievances submitted to the LJSC, BYSA, or STYSA Appeals Committee.

4.5.6. Fees pertaining to the investigation and deliberation incurred by the committee, including but not limited to, time, postage, documentation, and mileage will be submitted and passed on to the representing club of the party/s, found to be at fault, for reimbursement.

4.6. HEARING PROCEDURES

4.6.1. Original Hearing. The original hearing of any protest or allegation of misconduct must occur in a closed hearing. Subsequent appeal(s) may be heard in either open or closed hearings as the rules set forth by the association hearing the appeal.

a. No Conflict of Interest. Members of the Committee hearing a protest, appeal, disciplinary hearing or grievance shall be composed of the named Executive Officers of the LJSC Board and one club representative appointed by the Chair as defined in 4.2.8.1. with said persons having no conflict of interest in the matters being heard, and having no association with the principal parties in the matters. No person may adjudicate a matter at more than one level.

b. Chairman of the Hearing. The appointed Chairperson will preside over the Hearings in the position of Chairman/Chairwoman. In the event that the Chair defers, is either absent or his/her position would present a conflict of interest, the President or his/her appointee will preside over the noted D & P Hearing as Chairman/Chairwoman.

c. Secretary of the Hearing. The Secretary shall make a written record (minutes) of the proceedings unless unable to be present or if this would present a conflict of interest in which case the Chairman/Chairwoman shall appoint one committee member to fill this position.

d. Closed Hearings

(1) Hearings shall be held with the principal parties, witnesses for both sides, and all necessary evidence, actually appearing before the members of the Hearing Committee as outlined in 4.2.8.1. Testimony from witnesses need not be taken in the presence of other witnesses, but the principal parties shall be present for all proceedings except the deliberations of the Hearing Committee.

e. Notification of a Hearing. Proper notification of a hearing will be submitted whenever a hearing is scheduled.

(1) Notification must be received by all parties no later than three (3) days prior to the hearing. Individuals may waive their rights to the three (3) day notice, if done so in writing prior to the start of any hearing.

(2) Proper notification will occur in writing and will be considered received if sent under the following procedures (in descending order of preference): certified mail, return receipt requested at the address of record, express mail with receipt of acceptance, hand delivery with written acceptance or hand delivery without written acceptance but witnessed by two individuals, fax with confirmation of receipt.

(3) Hearing notification letters will contain the following information:

- (a) Date of letter
- (b) Mode of delivery
- (c) Reason for the hearing and case number
- (d) Role of the individual being requested to appear at the hearing (i.e., accused, witness, respondent)
- (e) Date, time, location (with map) of the hearing
- (f) A brief description of the procedures of the hearing.
- (g) Note of the specific charges or alleged violations and possible consequences if the charges are found to be true.

f. Agenda for Hearings. All parties, including witnesses, will be brought into the hearing chamber. The following items will be described by the chairperson:

- (1) Names of the parties involved (including team, league, club, association, etc.)
- (2) Specific event involved (game, tournament, etc.)
- (3) Date of occurrence
- (4) Rule numbers and description of rules allegedly violated.

g. Procedures of Hearing

(1) The parties shall be allowed to remain in the hearing chamber. All witnesses are to wait outside of the hearing chamber.

(2) All written evidence should have been presented in advance for distribution and inclusion in the evidence packet.

(3) All written evidence presented at the hearing will be passed to the chairperson. The committee will vote on its acceptance as proper evidence.

(4) All questions / statements from involved parties will be addressed to the Chairperson who will ask the appropriate individual for an answer / rebuttal if he / she deems it pertinent.

(5) Witnesses may be recalled after initial testimony for further testimony and / or clarification.

(6) All witnesses will then be excused to outer chamber, then:

(a) Movant / Appellant will present case.

(b) Witnesses for Movant / Appellant will be called individually.

(c) Hearing Committee members may question parties and witnesses as deemed necessary.

(7) Respondent / Appellee will present case.

(8) Witness for Respondent / Appellee will be called individually.

(9) Committee members may question parties and witnesses as deemed necessary.

(10) Any witnesses may be recalled as necessary.

(11) Movant / Appellant will make a closing statement.

(12) Respondent / Appellee will make a closing statement.

(13) Hearing adjourned. The parties are excused and the committee shall deliberate.

(14) Participants may have legal counsel present during their involvement in any hearing. Legal counsel shall not have the privilege of addressing the Committee or other parties but may privately advise their clients in a timely manner.

(15) If the State Association or member of the State Association ("Party") is represented by another individual at any hearing and the hearing panel allows that individual to speak, question the parties and/or witnesses, or grants that individual any other rights, then it shall afford all other parties, or the individual representing the party, including an attorney, the same rights during the course of the hearing as are allowed to the individual representing the Party.

(16) During the course of the hearing, the party may confer with the individual who is assisting before making a statement or request or prior to responding to questions. The Chairperson may limit the frequency and duration of the conferences so as not to unduly interfere with the proceedings.

(17) If there is confusion or concern the party may request a recess to confer with the individual assisting the party. The Chairperson shall decide whether a recess shall be granted and its duration.

h. Evidence and Testimony

(1) All evidence, such as identification cards, team rosters, referee game reports, letters, proof of age documents, and other sources of written or printed information shall be original or official only. No copies shall be accepted unless the committee is convinced that the original document has been lost or destroyed.

(2) All testimony shall be limited to the principal parties, eye-witnesses, and the recognized authorities on the subject (such as the registrar on registration matters).

(3) If a witness cannot appear at a hearing, written or videoed testimony will be accepted. Notarization may be required at the option of the hearing authority.

(4) Character witnesses and other third party (non eye-witnesses) shall not be allowed.

(5) Each party shall have the right to call witnesses and present oral and written evidence and argument.

(6) Each party shall have the right to confront witnesses, including the right to be provided the identity of witnesses in advance of the hearing.

(7) Each party shall have the right to personally document the hearing as desired.

(8) The committee may limit the number of witnesses if the testimony is repetitive and in the interest of time.

i. Document Directory

(1) A document directory shall be created by the committee and maintained by the Secretary.

(2) All documentary evidence received shall be listed on the directory. The minutes and decision shall be added to the directory as the last documents.

j. Decision

(1) The decisions of the committee shall respond only to the specific issues and allegations contained in the complaint or appeal.

(2) Any other issue and / or rule violation, which may become known or apparent during the hearing, shall be referred to the convening authority (if BYSA) or a lower level authority, except for physical violence or assault on a referee which shall go immediately to the STYSA Appeals Committee. This referral may be accompanied by a recommendation for appropriate action.

k. Notification of Decision - Hearing or Appeal

(1) Every attempt to facilitate and provide an oral decision at the Disciplinary Hearing's first origination date and time will be made and then announced to the parties involved at the time of. If a decision is not able to be agreed upon due to time constraints of the meeting a decision will be given within 72 hours. The parties shall also be notified in writing within ten (10) business days of the hearing by one of the following methods (in order of preference):

(a) Certified mail, return receipt requested;

(b) Hand delivery;

- (c) Telecopy (FAX) with verbal confirmation;
- (d) Mailgram; or
- (e) Telegram with confirming copy.
- (f) Email with confirmation of receipt and acceptance (last resort of preference)

(2) Written notification shall contain:

- (a) date of the hearing;
- (b) decision including any disciplinary action and the effective dates;
- (c) the right methods and requirements of appeal;
- (d) in cases where the next level of appeal is the STYSA Appeals Committee,

the following phrase will be included in the addition to a copy of Form 1: "This decision may be appealed to the STYSA Appeals Committee, c/o STYSA State Office. Any appeal must be submitted in writing (with four copies), and sent by certified, return receipt within seven (7) days of the receipt of this decision. The appeal must be accompanied by a \$300.00 non-refundable filing fee and the enclosed appeal form. A copy of the appeal must be submitted to the opposing party and the LJSC President / Appeals Committee Chairman at the time of the original filing."

4.6.2. Statute of Limitations. Disciplinary hearings must be conducted as soon as is reasonable, but no later than 6 months after the alleged misconduct in all instances except referee abuse or assault. In referee abuse / assault cases, hearings must be conducted in accordance with USSF Rule 3041.

4.7. STYSA APPELLATE REVIEW

4.7.1. STYSA Appeal Procedure

a. Documentation. An appeal, with the appropriate fee, must be in writing and consist of the "Notice of Appeal - Form 1" which shall be mailed to the STYSA State Office, all opposing parties, and the appeals committee or other body whose decision is being appealed.

b. Time for Filing. The appeal must be filed within twelve (12) days from the receipt of the decision of the lower authority.

c. Respondent Reply. The lower authority whose decision is being appealed shall, within seven (7) days of the date of the notice of appeal, forward to the STYSA Appeals Committee the official record utilized by it in making its decision. Parties shall not resubmit documents contained in the official record. The official record shall be limited to all of the material considered at the Member Association level.

d. Within ten (10) days of the date of the notice of appeal, the appealing party shall submit to the STYSA Appeals Committee any argument it wishes to make in support of the appeal and shall furnish copies of the argument to all opposing parties and to the original hearing committee.

e. Within twenty (20) days of the date of the notice of appeal, all opposing parties shall submit to the STYSA Appeals Committee any argument they wish to make in opposition to the appeal.

f. Information Access. Parties filing a protest / appeal / grievance shall have access to all pertinent information regarding their protest / appeal / grievance. Member Associations shall not deny access to any information that could apply to the protest / appeal / grievance.

g. Modification of Time Requirements. Notwithstanding the above, the STYSA Appeals Committee Chairperson and / or the President of STYSA, shall, in their sole discretion, have the authority to amend and / or adjust the notification requirement in the event of extenuating circumstances.

h. Information to be submitted by Appellant

- (1) Date of the occurrence in question
 - (2) List of all person involved including their names, addresses and telephone numbers and other identification. Persons shall include:
 - (a) Both coaches;
 - (b) Assistant coaches;
 - (c) Referees and linespersons;
 - (d) Any players involved in the matter protested;
 - (e) Any witnesses.
 - (3) A short plain statement of the matter appealed setting forth the specific law or rule involved in the appeal.
 - (4) The lower authority decision which is being appealed.
 - (5) Action that Appellant desires STYSA to take.
 - (6) Copies of any applicable rules, regulations, Constitutional or By-laws provisions.
- i. Information to be Submitted by Respondent
- (1) A copy of the original documents submitted during the initial hearing.
 - (2) A copy of the original decision rendered.
 - (3) A short plain statement of the matters setting forth the specific facts involved.
 - (4) Copies of any applicable rules, regulations, Constitutional or By-Laws provisions.
 - (5) If there is no response filed, the Committee shall proceed to hear the case without further notice.

However, the burden is still on the Appellant to show that he / she / they are entitled to the relief which is sought.

4.7.2. Review of Appeal at STYSA level. The Appeals Committee Chairperson / STYSA President shall review the appeal or protest and rule as to whether the proper procedures have been followed. If not, the Chairperson / President shall notify the requesting party that their appeal or protest is being denied without a hearing, the reason for the denial, and the fact that no further action will be taken. If the protest or appeal merits a hearing, the Appeals Committee Chairperson / President shall call the Appeals Committee / Executive Committee together in person or by telephone conference call and render a decision on the appeal in the manner in which the committee deems appropriate.

4.8. GRIEVANCES AND PROTESTS

4.8.1. Notifications. Grievances and Protests should be directed to the BYSA Executive Board.

4.8.2. Fee. There is no fee for an initial grievance or protest.

4.8.3. LJSC Action. The Executive Committee will review all grievance/protest letters and in their sole discretion take whatever action is deemed appropriate. At a minimum all such letters will be acknowledged and filed with the Secretary for record keeping documenting what action/s were taken.

Such additional action may include:

- a. No action required.
- b. Request that the LJSC Executive Committee approve a formal investigation granting authorization by the D & P Chair to form a D & P Committee to adjudicate the complaint.

4.9. PROGRESSIVE DISCIPLINE SYSTEM

4.9.1. Purpose. Misconduct of players, coaches and fans continues to be a problem in soccer. More emphasis is needed to promote proper conduct and good sportsmanship,

especially in our youth competition. The following system is an effort to discourage violent play and misconduct.

4.9.2. Responsibilities of Coaches, Players and Associations

a. Maintain Control of Fans and Sideline. Coaches are required to maintain control of their players and the team's fans on the sideline. A coach or an assistant coach may be cautioned and / or ejected by a referee for the misconduct of a fan of the team which he / she coaches.

b. Penalty Points. Coaches are responsible for maintaining their individual penalty points and the individual penalty points of their players. Players are also responsible for maintaining their individual penalty points.

4.9.3. Misconduct by Fan / Supporter. The parents, fans or supporters of any STYSA team by attending a STYSA sponsored event subject themselves to the jurisdiction of the member association and its affiliates (including but not limited to BYSA and its member clubs), the STYSA Appeals Committee, Executive Committee and the STYSA Governing Board. As such, misconduct by a parent, fan or supporter can be investigated and disciplinary action can be taken by any of the various levels which have jurisdiction over the team involved. If action is not taken on the local level, the BYSA D & P Committee, BYSA Appeals Committee or STYSA Appeals Committee may investigate the matter and hold a hearing to determine what discipline, if any, should be provided. Such discipline can include, but shall not be limited to, prohibiting the parent, fan or supporter from attending any BYSA or STYSA sponsored event, including games, practices and tournaments for a period of time or indefinitely. The failure to comply with the discipline shall be cause for BYSA or STYSA Appeals Committee to discipline the player related to the parent, fan or supporter; the team which the parent, fan or supporter supports; and or the coach of such team.

4.9.4. Penalty Points Awarded. Penalty points shall be awarded to all individual players and coaches only as follows:

- a. Recorded cautions: 3 points per caution to the individual
- b. Recorded ejections: 9 points per ejection to the individual.

4.9.5. Disciplinary Action for Penalty Point Accumulation.

An accumulation of penalty points shall result in the following disciplinary actions:

a. Individual Penalty Points: An individual player or coach shall be suspended as follows:

(1) Nine (9) penalty points

(a) Player - Suspension for the next game actually played by the team to which the player is currently rostered. Suspension shall not be served in forfeited, friendly or invitational

Tournament matches.

(b) Coach, Assistant Coach or Trainer Not Ejected – If a coach, assistant coach or trainer is not ejected or asked to leave a game by the referee, but reaches nine (9) penalty points, then suspension for the next game actually played by the team which played the game in which the coach reached his / her ninth (9th) penalty point. Suspension shall not be served in forfeited, friendly or invitational tournament games.

(c) Ejected Coach, Assistant Coach or Trainer – If a coach, assistant coach or trainer reaches nine (9) penalty points during a match in which he / she is ejected or asked to leave a game by the referee, then suspension:

(1) for the remainder of that day; and

(2) for the next regularly scheduled match day; and

(3) for the next game actually played by the team which played the game from which he / she was ejected.

Suspension will not be served in forfeited, friendly or invitational tournament matches.

(2) Eighteen (18) penalty points

(a) Player - Suspension for the next two (2) regularly scheduled games actually played by the team to which the player is currently rostered. Suspension shall not be served in forfeited, friendly or invitational tournament matches.

(b) Coach, Assistant Coach or Trainer Not Ejected – If a coach, assistant coach or trainer is not ejected or asked to leave a game by the referee, but reaches eighteen (18) penalty points, then suspension for the next two (2) games actually played by the team which played the game in which the coach reached his / her eighteenth (18th) penalty point. Suspension shall not be served in forfeited, friendly or invitational tournament games.

(c) Ejected Coach, Assistant Coach or Trainer – If a coach, assistant coach or trainer reaches eighteen (18) penalty points during a match in which he / she is ejected or asked to leave a game by the referee, then suspension:

a. for the remainder of that day; and

b. for the next two (2) regularly scheduled game days; and

c. for the next two (2) games actually played by the team which played the game from which he / she was ejected.

Suspension will not be served in forfeited, friendly or invitational tournament matches.

(3) Twenty-four (24) penalty points - Suspension for the next three (3) additional games actually played by the team to which the person is currently rostered; suspension shall not be served in forfeited matches or invitational games.

(a) Player - Suspension for the next three (3) regularly scheduled games actually played by the team to which the player is currently rostered. Suspension shall not be served in forfeited, friendly or invitational tournament matches.

(b) Coach, Assistant Coach or Trainer Not Ejected – If a coach, assistant coach or trainer is not ejected or asked to leave a game by the referee, but reaches twenty-four (24) penalty points, then suspension for the next three (3) games actually played by the team which played the game in which the coach reached his / her twenty-fourth (24th) penalty point. Suspension shall not be served in forfeited, friendly or invitational tournament games.

(c) Ejected Coach, Assistant Coach or Trainer – If a coach, assistant coach or trainer reaches twenty-four (24) penalty points during a match in which he / she is ejected or asked to leave a game by the referee, then suspension:

a. for the remainder of that day; and

b. for the next three (3) regularly scheduled game days; and

c. for the next three (3) games actually played by the team which played the game from which he / she was ejected.

Suspension will not be served in forfeited, friendly or invitational tournament matches.

(4) Thirty (30) penalty points

(a) Player - Suspension for the next four (4) regularly scheduled games actually played by the team to which the player is currently rostered. Suspension shall not be served in forfeited, friendly or invitational tournament matches.

(b) Coach, Assistant Coach or Trainer Not Ejected – If a coach, assistant coach or trainer is not ejected or asked to leave a game by the referee, but reaches thirty (30) penalty points, then suspension for the next four (4) games actually played by the team which played the game in which the coach reached his / her thirtieth (30) penalty point. Suspension shall not be served in forfeited, friendly or invitational tournament games.

(c) Ejected Coach, Assistant Coach or Trainer – If a coach, assistant coach or trainer reaches thirty (30) penalty points during a match in which he / she is ejected or asked to leave a game by the referee, then suspension:

a. for the remainder of that day; and

b. for the next four (4) regularly scheduled game days; and

c. for the next four (4) games actually played by the team which played the game from which he / she was ejected.

Suspension will not be served in forfeited, friendly or invitational tournament matches.

(5) For the purposes of this section only, "regularly scheduled" means the game days routinely scheduled by a competition's scheduler. "Regularly scheduled" does not mean make-up games scheduled on a day when the competition as a whole is not scheduled to play.

(6) Maximum accumulation of penalty points in one game by a coach or player shall be nine (9) points.

(7) Coaches will acquire penalty points cumulatively as a single entity, person or individual regardless of the number of individual teams he / she coaches or trains. Example: A coach with three (3) teams who accumulates three (3) points in a game with each team has a total of nine (9) points.

(8) Penalty Point Carryover

(a) Post-season Games Play. Individual penalty point accumulations received during season games' play shall be extended into the respective post-season tournament play (i.e., Western / Eastern District tournament play, STYSA Fall tournament play, President's Cup tournament play, Director's Cup tournament play, South Texas Cup tournament play, and USYSNC tournament play). Individual penalty point accumulations shall not be continued into USYSNC Regional and National tournament play. Game suspensions received due to penalty point accumulations in STYSA USYSNC tournament play that have not been completed in state tournament play shall be served after completion of USYSNC Regional and National tournament play and will be served in the next season's matches. Each member association shall be responsible for reporting such point accumulations for each player and coach within the association who will participate in the tournament(s) to the respective tournament coordinators.

(b) Next Season. Penalty points obtained by individuals during specific season's games, including post-season tournament play, shall not be carried over into the next season's games.

(c) Invitational Tournaments. Unless an individual is under suspension / probation or other disciplinary action, penalty points for cautions and ejections obtained during invitational and / or commercially sponsored tournaments shall not count in the STYSA Discipline, Protest and Grievance Procedures, Progressive Discipline System; however, disciplinary action for improper conduct at such events may be taken.

(9) Suspension Carryover. Suspension shall carryover into the next season. If a player, coach or assistant coach is suspended during one season, but because of the number of games remaining in that season, does not serve the full suspension, then the number of games suspended but not served shall be served in the first and, if required, the second game of STYSA tournament play or the next season, if the person does not participate in STYSA tournament play.

(10) Player Transfers. If a player transfers to another team, he / she shall retain his / her individual penalty points.

a. Penalty Point Challenge. Any challenge to penalty points must be by protest at the game in which the points are accumulated. A protest must be filed before or just after the end of the game. The protest must be made known to the opposing coach and the referee. Furthermore, the protest may not be based upon a judgment call of the referee. Within forty-eight (48) hours of the game, a written protest must be placed in the mail to the STYSA State Office that will forward it to the Appeals Committee Chairperson for investigation and a hearing. The STYSA Appeals Committee Chairperson or his / her designee may refer the matter to a Member Association or Local Association / Club for the hearing. No appeal shall be allowed from the decision of the committee hearing the matter.

4.9.6. Revocations of Cautions, Ejections and Penalty Points. Cautions, ejections and penalty points may only be revoked by the STYSA Appeals Committee.

4.9.7. Forfeits. Any team that forfeits two games in a season shall be brought before the STYSA Appeals Committee for possible disciplinary action.

4.9.8. Ineligible Player. Any coach or assistant coach who is responsible for knowingly playing an ineligible player will be subject to suspension from participation in any STYSA sanctioned program.

4.9.9. Team Forfeits. Any team shall forfeit any game(s) in which it played an ineligible player.

4.10. REFEREE INVOLVEMENT. The minimum suspension period for referee abuse shall be at least three (3) scheduled matches within the rules of the competition. Longer periods of suspension may be provided when circumstances warrant.