



Recruitment Policy

This policy applies to any Member Club or Member Club Representative that has any portion of their members receiving benefits from Vermont Soccer Association (VSA). This policy encompasses all levels of divisional play throughout Vermont. Compliance with this policy shall be the responsibility of Member Clubs who are responsible for educating their coaches/administrators/volunteers and member players/families.

*****NOTE that any player that is NOT currently registered/rostered with a Member Club can be recruited by any Member Club at any time during the year****

PLAYER COMMITMENT

- According to US Youth Soccer Policy Rule 201 Section 3 - a player is registered for a seasonal year from the moment the player or the player's representative executes the registration form and pays the appropriate fees.
- Vermont Soccer Association considers a player committed to a Member Club for the period of one (1) seasonal year once the registration form is executed and the fee (or is in receipt of a scholarship) is paid to the Member Club.
- If a Member Club competes in only one or two of the formats (Fall/Indoor/Spring) within the seasonal year, those players are not bound to that Club for the seasonal year if the Member Club is not participating in the current format of play for the player's age group.

ALLOWABLE CONTACT

The official recruitment period for VSA registered players is from **July 1st to September 1st**. All players are considered "Free Agents" during this specified time period.

PROHIBITED CONTACT

- A player cannot be contacted (*in person, by phone, text, email, mail or social media, etc.*) by a Member Club or it's representative (*defined as: any person connected to a specific Member Club or team including but not limited to the board of directors, coach, manager, players, paid or volunteer administrative staff, trainers, or parent/guardians*) for the purpose of recruiting outside the recruitment period of July 1st to September 1st of each seasonal year.
- Any attempt to induce or solicit a player to register with an alternate Member Club, for either the current or the subsequent seasonal year outside the official recruitment period shall be considered "prohibited" contact and is a violation of VSA's Recruitment Policy.
- Any communication encouraging the player to attend the training, tryouts, camps, or any other individual, team, or club activity by a Member Club or their representative will be considered a violation of this policy.
- Violations of this policy by coaches may result in sanctions on the individual coach in addition to Member Club Fines/Sanctions
- Prohibited contact is considered a significant offense by the Vermont Soccer' Association. Any Member Club and/or Club Representative found to have violated this policy; the offending Member Club shall be subject to a minimum fine of \$1000 for the first offense. Further sanctions may be imposed including but not limited to loss of Member Club privileges (i.e. coach, manager, etc.) for an amount of time not to exceed two (2) years; club and/or team

exclusion from Vermont Soccer Association sanctioned activities; leagues and/or events and US Youth Soccer National Championship Series events. Subsequent violations may carry additional sanctions and fines not to exceed \$3000 per occurrence.

- Allegations of violation(s) of this policy are subject to review by VSA Discipline Committee before sanctions are considered. After a decision has been rendered, an appeal may be filed with VSA Appeals Committee. The paying of any and all imposed fines is the timely responsibility of the Member Club.

ADVERTISING

- Advertising by any Member Club for the purposes of recruiting (tryouts/ID Sessions), will not be allowed at any VSA sponsored/sanctioned event. Materials of this nature being displayed at the site of any VSA event must be removed prior to and during the staging of the event. Any offending party is subject to disciplinary action by VSA.
- A Member Club may display/promote its tryout/ID session dates at any time if the dates of the tryout/ID sessions are held during the recruitment period.
- If hosting tryouts/ID sessions for unregistered VSA players outside the recruitment period, advertisements **must** include language indicating that the tryout/ID session is for players not currently affiliated/registered with a VSA Member Club.
- Member Club's registration forms that are offered to the player or player representative for execution **must** include clear and legible language that advises the signee of the one (1) seasonal-year commitment that the player is making to the Member Club. Vermont Soccer recommends that each person executing the registration form should acknowledge the one (1) seasonal-year informative language. If the Member Club does not offer a full year of programming (i.e. Fall only) this language should be clear.

TRYOUT / ID SESSION RESTRICTIONS

- A player is not allowed to tryout, practice, workout, train, or register with a Member Club for the upcoming seasonal year until the opening of the recruiting period on July 1st. This restriction does not preclude a player from practicing with a Member Club as an authorized Guest Player/Secondary Player.
- Clubs cannot conduct open meetings, camps, training, games etc. of any kind for any current players registered/rostered/contracted before the first (1st) day of the recruitment period.
- Clubs and teams may hold ID Sessions or Supplemental Tryouts for any players NOT registered, rostered, and/or contracted by another Member Club within the seasonal year. Member Clubs should specify that these offerings that occur outside the recruitment period of July 1st – September 1st are for unregistered, rostered, and/or contracted players with VSA Member Clubs.

DUAL ROSTERING / GUEST PLAYER / SECONDARY PLAYER / PLAYER TRANSFERS

- Players seeking to be a Guest Player must have their current Club & the Club they will be a Guest Player for comply with the VSA Guest Player Policy & Procedures.
- Players seeking to register as a secondary player with another Member Club **must** follow the VSA Secondary Player Policy & Procedures.
- Players seeking to transfer to another Member Club **must** follow the VSA Player Transfer Policy & Procedures.