



U.S.SOCCER
DEVELOPMENT
ACADEMY

REGULATIONS

2012-13

1801 South Prairie Avenue
Chicago, IL 60616

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I. ORGANIZATION

A. Overview: The U.S. Soccer Development Academy (“Development Academy”) is a national team training program and competition that will be conducted and administered by the United States Soccer Federation, Inc. (“USSF”). The Development Academy consists of league and post season competition.

B. Development Academy Staff: The Development Academy Staff shall be appointed by the USSF CEO/Secretary General. The Academy Staff will be responsible for organization of the Development Academy, all administrative functions of the Development Academy, including amending these Regulations, the Disciplinary Code and any rules for the U.S. Soccer Development Academy, and enforcing said rules with suspensions, fines and sanctions.

C. Technical Committee: The Technical Committee shall consist of the USSF Technical Advisors and other staff. The Technical Committee will be responsible for organizing all competition and training rules and procedures for the Development Academy.

D. Discipline Committee: The Discipline Committee shall be appointed by the USSF CEO/Secretary General subject to the requirements of the Development Academy Disciplinary Code. The Discipline Committee shall have the responsibilities set forth in the Disciplinary Code.

E. Discipline Review Panel: A panel comprised of five representatives decided by USSF Secretary General that is charged with resolving suspensions on Academy infractions with suspensions under six games.

F. Definitions: The following definitions apply to these regulations:

“Academy Club” – means an organization that operates a U-15/16 and a U-17/18 team in the U.S. Soccer Development Academy and adopts the developmental principles outlined in the Development Academy Regulations and technical framework.

“Academy Competition” – means the U.S. Soccer Development Academy League, U.S. Soccer Development Academy Playoffs and U.S. Soccer Development Academy Finals Week.

“Academy Season” – means the U.S. Soccer Development Academy Competition beginning in August and concluding in July including the Academy League, Academy Playoffs and Academy Finals Week.

“Academy Off Season” – means the time period after Academy Playoffs (unless the team is participating in Finals Week); players are released from their current Academy obligations at this time (should a player not be with a Finals Week team).

“Academy Regular Season” – means the U.S. Soccer Development Academy Competition featuring games between Academy Teams beginning in the fall and concluding before the Academy Playoffs in June.

“Academy Playoffs” – means the U.S. Soccer Development Academy Competition held at the conclusion

of the Academy Regular Season among qualifying team from each division and several wildcards.

“Academy Finals Week” – means the U.S. Soccer Development Academy Competition held at the conclusion of the Academy Playoffs that determines the Academy National Champion for each respective age group.

“Academy Game” – means any game played between two Academy Teams as part of a U.S. Soccer Development Academy Competition.

“Academy Game Officials” – means the Center Referee, assistant referees, fourth official and any other match officials appointed by the U.S. Soccer Development Academy overseeing an Academy League Game, Academy Playoffs Game or Academy Finals Week Game.

“Academy Player” – means an individual registered with and participating in the Development Academy Program.

“Academy Team” – means a group of Academy soccer players registered with the Development Academy and participating with an Academy Club in either the U-15/16 or U-17/18 age group.

“Academy Representative” – means an individual registered with the Academy Program or associated with the Academy Club involved with the technical, administrative or overall leadership of Academy components.

“Academy Administrator” – means an individual registered with the Development Academy and affiliated with an Academy Club to oversee the logistics of an Academy Team.

“Academy Coach” – means an individual who is registered with the Development Academy and selected by the Academy Staff to coach an Academy Team.

“Home Team” – means the Academy Team designated as host of an Academy Game.

“Technical Advisor” – means that U.S. Soccer technical representative assigned to the Academy Club.

“Visiting Team” – means the Academy Team designated as guest for an Academy Game.

II. CLUB ELIGIBILITY

A. Overview: Any youth club in the United States may apply to participate in the U.S. Soccer Development Academy as an Academy Club.

B. Application: Applications are available at www.ussoccer.com. Applications must be returned to the Academy Staff by December 31st for new applications. The Technical Committee will review applications as they are received and notification will be provided by March 15th.

C. Criteria for Selection: Clubs will be chosen based on the following criteria: (1) Technical Committee analysis; (2) record of success with elite player development; (3) geography; (4) the quality of

the club's facilities; (5) quality of the club's administration; and (6) other criteria as determined by Technical Committee. The Technical Committee will make the final determination regarding which clubs are accepted into the Development Academy, subject to the club's agreement to abide by all Development Academy requirements.

D. Withdrawal of a Club: In the event an Academy Team withdraws from the Academy League without finishing its scheduled games, the Academy Club shall forfeit its membership and performance bond, and the following regulations will take effect: (1) if at least half of the full schedule of games has been played, all resulting scores stand as validated by the Academy Staff, any unscheduled remaining games shall be recorded as a forfeit victory for the opponents; (2) if less than one-half of the full schedule of games has been played, these completed games will be deleted from the standings; (3) the Academy Staff may, at its discretion, reschedule any or all remaining games.

E. Termination: the Academy Staff reserves the right to terminate the membership of an Academy Club should they fail to adhere to the terms of their Membership Agreement or act against the best interest of U.S. Soccer and/or the Development Academy. Academy Clubs may also have their membership terminated should they violate any of the Academy Regulations.

F. Evaluation: the Academy Staff will conduct an evaluation of all Academy Clubs pursuant to the guidelines attached as Appendix A to these regulations.

III. CLUB NON-FINANCIAL RESPONSIBILITIES

A. Compliance with Rules & Regulations: Academy Clubs are required to comply with these Regulations, the U.S. Soccer Development Academy Disciplinary Code and any other rules adopted for the U.S. Soccer Development Academy. The Academy Staff will regularly monitor compliance. In addition, Academy Clubs are encouraged to report pertinent situations to the Academy Staff, which appear to be in non-compliance with the Academy Requirements. Reporting non-compliance on the part of other Academy Clubs should not be viewed as a negative but rather as a positive attempt to maintain consistent standards that ensure professionalism and fairness, both on and off the field.

While all Clubs are required to adhere to the Academy Requirements, the Academy Staff reserves the right to decide how to enforce these requirements. Should an Academy Club be found in violation of any of the requirements outlined in this document, their standing as an Academy Club will be reviewed by the Academy Staff. The penalties may vary based on the type and frequency of the infraction, and may also result in denied participation in Academy specific competitions and programming.

B. Conduct: Each Academy Club shall be responsible for the conduct of its Academy Players, Academy Representative and members attending any Academy home fixture as related to all aspects of the Academy Program and agree to abide by the FIFA Code of Conduct and the Code of Ethics for all Development Academy Coaches & Club Personnel (Appendix C).

C. Membership Agreement: Each Academy Club must provide a signed copy of their Membership Agreement for the following season by their approved representative.

D. Development

1. Training Days: Each Academy Team will be expected to hold at least three training sessions per week while the team is competing in the Academy League, including regular season, Playoffs and Finals Week. Clubs may choose to train four or five times a week.

2. Rest Days: Each Academy Team is expected to provide at least one day of rest per week during the Academy Season.

3. Team Participation in Unapproved Competitions: During the Academy Season, teams are only permitted to participate in the non-Academy games and elite tournaments approved by their Technical Advisor. Please note that all outside competition must be approved by the Academy Staff prior to participation.

4. Player Participation in Unapproved Competitions: Academy Players must meet all attendance and participation requirements for training and games for their Academy Team during the Academy Season. Failure to meet those requirements should result in removal from the Academy Team. Academy Clubs may not permit any Academy Player to participate on a non-Academy Team during the Academy Season. Academy Clubs will be held accountable for the actions of their players. The only permissible soccer related reasons to miss Development Academy activities are National Team duty and the players' high school soccer season. It is noted that high school participation is at the discretion of the individual player and the Academy Club. In lieu of high school, Academy Clubs may submit a request to substitute another form of competition. All requests are subject to Academy Staff approval.

5. Academy Players currently registered with an Academy Club have committed to forgoe participating in both the Academy and high school soccer. Players who participate in high school soccer are ineligible to participate in Academy practice and competition during that same season. Only players who have been granted a waiver by the League Office will be allowed to remain on their clubs Academy roster during the high school soccer season.

Academy Players registered with a club listed above will not be allowed to re-enter the program during the same season after participating in the high school season with their current or different Academy Club.

6. Academy Teams: Academy Clubs are required to field Academy Teams in both of the Academy's age groups: U-15/16 and U-17/18.

7. Completion of Academy Season: All Academy Teams are required to participate in the entire Academy Season. Should an Academy Club fail to complete the entire schedule, it will sacrifice the performance bond and lose its standing as an Academy Club.

8. Training and Game Expectations: Academy Clubs are responsible for adhering to all match day policies and procedures outlined and explained in the Academy Match Day Guide. Academy Clubs should make efforts to acquire the best facilities possible. Academy Clubs must train and play home Academy League Games within reasonable geographic proximity to their club's home location unless approved by the Academy Staff. If a club is unable to provide a home field that meets Academy minimum standards, the club may be asked for an alternate location or may lose the right to host Academy matches.

9. Recruiting Players/Territories: No Academy Club has exclusive territory rights. The

Academy Clubs may recruit players for participation on Academy Teams from any geographic region and at any time during the year (subject to roster rules, regular attendance at team training and the schedule for adding players). Clubs should note that coaches and administrators may be subject to the rules of USSF Organization Members when they are recruiting for the club's non-Academy Teams. However, those rules should not apply to players recruited to play full-time on the Development Academy Teams.

E. Release: The Academy Clubs shall discharge USSF from all responsibility and relinquish any claim against USSF or its representatives for any damages resulting from any act or omission relating to the organization, administration or activity of the U.S. Soccer Development Academy. Subject to the limits of Illinois law, Club shall indemnify, protect, defend and hold harmless Federation and its directors, officers, employees and agents from and against any and all claims, liabilities, losses, damages, actions, judgements and expenses including, without limitation, reasonable attorney's fees and court costs, arising from or connected with any matters relating to the activities of the Club in connection with the Development Academy.

IV. CLUB FINANCIAL RESPONSIBILITIES

A. Performance Bond: Each Academy Club will be required to post a performance bond of \$2,500 at the beginning of its Academy Membership. The performance bond may be retuned with the change in an Academy Club's status with approval of the Academy Staff.

B. Travel Costs: All costs associated with the travel to Academy Competitions (other than the Academy Finals Week) are the responsibility of the individual Academy Clubs. Should U.S. Soccer obtain favorable rates with hotels, airlines or car rental suppliers, the Academy Staff will try to make these rates available to the Academy Clubs.

C. Training/Coaching Costs: All costs associated with the training and coaching of an Academy Team are the responsibility of the individual Academy Clubs.

D. Administrative Costs: All costs associated with running an Academy Team are the responsibility of the individual Academy Clubs.

E. Registrations Costs: All Academy Players and Academy Coaches must register with U.S. Soccer to participate in the U.S. Soccer Development Academy program. Registration fees are \$8 per player and \$25 per coach. Fees are subject to change.

F. Fines/Penalties: The Academy Staff reserves the right to assess fines for violations of the Academy Membership Agreement, Academy Regulations, Academy Disciplinary Code or Development Academy Marketing Guidelines, Academy Match Day Guide, and any other Academy rules. All of the money collected in fines will go to the Academy Program.

G. Equipment Costs: Unless provided by the Academy Staff, all costs associated with equipment are the responsibility of the individual Academy Clubs.

H. Facility Costs: All costs associated with securing a Facility for training and matches are the responsibility of the individual Academy Clubs.

I. Referees: U.S. Soccer will be responsible for referee fees for all Academy Competitions.

J. Other: Unless otherwise indicated in these regulations, all expenses related to an Academy Team shall be borne by the participating Academy Club.

V. DEVELOPMENT ACADEMY FINANCIAL RESPONSIBILITIES

A. Academy Finals Week: U.S. Soccer will provide a stipend to cover costs on airfare, hotel, meals and ground transportation for up to 21 (18 players and 3 coaches/administrators) people from each of the Academy Teams that qualify for the annual Academy Finals Week.

B. Best Practices Coaching and Administrative Seminars: The Academy Club must send at least one (1) coach and one (1) administrator to each Best Practices Coaching Seminar as scheduled by U.S. Soccer and the Academy Program.

C. Academy Administration: The Academy Staff will provide administration for the Development Academy.

D. Academy Web Site: The Academy Staff will provide the website for the Development Academy Program.

E. General Liability Insurance: U.S. Soccer will provide general liability insurance for each Academy Club. This general liability insurance shall only cover activities related to the U.S. Soccer Development Academy.

F. Player and Academy Coach Medical Insurance: U.S. Soccer will provide secondary medical insurance for each Academy Player. This medical insurance shall only cover activities related to the U.S. Soccer Development Academy. Consult the Insurance Filing Procedure for details on the policy and instructions on how to file a claim.

VI. PLAYER ELIGIBILITY & REGISTRATION

A. Registration: All registration is completed online at <http://academy.demosphere.com> . In addition to the online registration, the Academy Administrator must submit copies to the Academy Staff of the following for players on an Academy Team:

Paperwork Requirements:

1. Proof of age for a player in the form of a passport or birth certificate;
2. Signed 2012-13 waiver for each Academy Player;
3. Proof of registration with the Academy Club if the player is a developmental player;
4. Registration fee of eight (8) dollars.
5. Foreign players must complete the clearance process outlined in VI. B. 1. above. Academy Staff shall have the authority to establish additional procedures, including deadlines, for

registration of players.

Online Requirements:

1. First Name, Last Name
2. Email address
3. Zip Code
4. Citizenship and Nationality fields
5. ITC Questions

All other information is voluntary and may be entered and erased or not entered at any time. Should privacy of information be a concern, the Team Administrator should contact the Academy Staff.

Coaches and Club Administrators must complete the online registration process at <http://academy.demosphere.com>, pay a twenty-five dollar (\$25) registration fee and complete a background check once every two (2) years and complete a signed waiver and indemnification form. Coaches (Head or Assistant), Directors of Coaching or other Academy Representatives also need to complete the background information on Demosphere before becoming eligible for an Academy pass.

B. Eligible Players

1. U-15/16: Each Academy Club shall ensure the following when selecting its Academy Team for the U-15/16 Age Group in an Academy Competition: a) all players shall be subject to the Academy and U.S. Soccer's jurisdiction; b) all players shall be eligible for participation in accordance with the relevant the Academy and FIFA regulations; c) all players shall turn 16 years of age on or after January 1, 1996 for the 2012-13 season.

2. U-17/18: Each Academy Club shall ensure the following when selecting its representative Academy Team for the U-17/18 Age Group in an Academy Competition: a) all players shall be subject to the Academy and U.S. Soccer's jurisdiction; b) all players shall be eligible for participation in accordance with the relevant the Academy and FIFA regulations; c) all players shall turn 18 years of age on or after January 1, 1994 for the 2012-13 season. Players that have participated or participating in any college program at any level (Division I, Junior College, etc.) are not permitted to participate in the Academy.

C. Academy Roster

3. General: The Academy Staff shall set a date before the beginning of the season by which each Club must provide an initial Academy Club roster. Each roster shall be published on the official U.S. Soccer Development Academy registration website, and shall be considered the official roster of the Academy Club. There is a minimum of 36 players per Academy Club, and no limit to the number of players on the roster.

4. Roster Size: There is no limit to the number of players on the roster that do not have United States citizenship. Only 18 players from the master roster will be eligible to participate in each game and these players must be placed on the official match report of the game (showing players that will

start and eligible for substitution).

5. Match Reports: The official match report shall be presented to the referee prior to the game and should also include team officials. Academy Teams are responsible for verifying the accuracy of match reports and signing a completed copy from the referee crew after the match. The Academy Staff will update the Academy Master rosters weekly on the Academy registration website to reflect any suspensions, additions or drops, or other eligibility issues.

6. International Clearance: For a player who comes to the United States on or after the player is 12 years of age, the player must request and receive an international clearance from U.S. Soccer. (See Appendix A for more details.)

7. Eligible Player: Players listed on the Master Roster must meet the age requirement for their Academy Team, have paid the registration fee and have supplied proof of their age to the Academy Staff in the form of a birth certificate or passport, waiver & indemnification form and be properly registered and not be subject to suspension. Players can only be approved and made eligible by Academy Staff.

8. Ineligible Player: Players not listed on the Master Roster or any player listed on the Master Roster but not eligible to play, due to reasons such as missing Academy registration forms, proof of age, awaiting international clearance, serving a league suspension or not on the official game day roster and line-up sheet shall be considered an ineligible player. Any Academy Club using an ineligible player during an Academy competition may be subject to a fine as determined by the Academy Staff, a deduction of three points in the competition standings, as well as a forfeit (by a 0-3 margin) of any Academy Games in which the illegal player participated

9. Academy Player and Coach Passes: All Academy Players and Academy Representatives must present their U.S. Soccer Development Academy pass to the Referee prior to the game. Academy Teams will be notified by the Academy Staff of any missing documents. Until these documents are received, the player cannot play in an Academy Competition. Additionally, a player or coach is not considered registered until the team receives a U.S. Soccer Development Academy Pass from the Academy Staff. The only accepted identification for an Academy Game is the Academy Pass. Academy Staff will be responsible for setting up the procedures for issuing the Academy Passes and notifying Academy Clubs regarding this procedure. Academy Staff may issue temporary player cards, which are also acceptable forms of identification for Academy Games. Any eligible player or coach participating in an Academy Game without a valid Academy pass is subject to a \$50 fine.

10. Roster:

a. Initial Roster: Academy Staff shall set a date for setting the official Academy Team Rosters prior to each team's first game. Each Academy Club must submit a Master Rosters for its U-15/16 and U-17/18 teams totaling a minimum of 36 full time players. This does not include developmental players; for which there is no limit. There is no maximum number of full time players required for an Academy Master Roster provided an Academy Team does not violate the Minimum Start Requirement.

b. Full Time Player Adds: Clubs will have three 'add blocks' during the season at which time up to four players may be added as full time (either adding a brand new full time player or

moving a developmental player to full time status)

Block 1: Initial Registration Deadline for clubs through October 15, 2012

Block 2: October 16 through January 31, 2013

Block 3: February 1 through March 31, 2013

Any leftover adds from each time block will not carry over from each period.

d. Player Transfers: Transfer of a player from one Academy Team to another shall be treated like any other add. A player who wishes to transfer to a new Academy Team must obtain a release from his original Academy Club before transferring. If the original Academy Club does not agree to release the player (and the player will not meet the 25% star requirement), the transfer will be allowed and the player must sit at least 3 games, plus any head-to-head matches that season. In all other circumstances, the Academy Club has the discretion to release or not release the player during the Academy Season, players may not train or otherwise participate with a Development Academy team that they are not officially rostered with prior to approval of a transfer request. If a player trains with another Academy Team prior to receiving a release, he will not be permitted to transfer to that Academy club. Releases must be sent to Academy Staff. Academy Staff shall review and have the authority to approve or deny a transfer of a player in all circumstances. Regardless of the scenario, any transfer player will sit all head-to-head fixtures between former and current club regardless of being released by his previous club. If there are no head to head fixtures that remain in the current season, the player will be eligible to participate pending any other suspensions to serve.

e. Developmental Players: A Developmental Player must be a currently registered player on an Academy Club's non-Academy Team and must have been registered with that Academy Club between August 1 and January 31 of current Academy Seasonal year. Developmental Players registered after February 1, 2013 with an Academy Team will require proof of membership with the Academy Club at some point between August 1, 2012 and January 31, 2013. Developmental Players may not be registered with any two different clubs at the same time during the Academy Seasonal year. The Developmental Player will not be subject to the Minimum Start Requirement. A Development Player must be registered in accordance with all registration guidelines. A Developmental Player may appear in a maximum of six (6) Academy games per season. Developmental Players cannot participate in the Academy Playoffs or Finals Week and are not eligible for year end awards. Developmental Players can only change their status to full-time once during the Academy season, and they cannot return to developmental player status.

f. Younger Players Playing Up to the Older Roster: Players on the U-15/16 Academy Team may be selected for the U-17/18 Game Day Roster and they are not subject to the 25% start requirement for the U-17/18 Team's Academy Games. Players playing up can only compete in one (1) game per day and are subject to the split fixture provision.

g. Late Registration: Any registrations received after Wednesday at 12 p.m. Central Time will incur a \$50 late fee, plus the cost of shipping and handling to deliver the pass (es). This deadline applies to upcoming weekend fixtures and any midweek games for the following week.

11. Minimum Start Requirement: All full time (FT)Academy Players, including goalkeepers, are required to start in at least 25% of their team's Academy games during the season. The Academy Staff will review the percentage of player starts for each team throughout the Academy

Season. The official record of player starts will be the game and player statistics available online. If a player is dropped by the club, the club must submit a signed written explanation if that player failed to start 25% of the Academy matches for the season. The Academy Staff reserve the right to refuse to accept the drop if they believe that the drop was to avoid the 25% rule. If a player is added, the player must start at least 25% of the team's remaining Academy Games during the season. The Academy Staff will have the authority, upon request by the Club, to allow exceptions to this rule in special circumstances (for example, a serious injury suffered by a player). The Academy Club is responsible for keeping track of starts by Academy Players and must notify the Academy Staff about potential exceptions as soon as possible.

a. **Medical Notes:** Players that have a long standing or reoccurring injury that prohibits him from participating regularly with his Academy Team may submit a Medical Note from a doctor or nurse to verify the following: date of injury, length of injury and date of return to Academy participation. Once a medical note is received, the stats will be adjusted online to reflect the injury.

b. Should an Academy player not meet the minimum start requirement, the player may be entitled to a refund of all team fees excluding travel expenses from the Academy Club unless such refund is excused by Academy Staff for medical or disciplinary reasons. U.S. Soccer has the ability to apply a financial fine to the club, disallow the addition of new players and a reduction in end of year grades in the player development category should a club consistently be unable to fulfill the start requirement.

VII. COMPETITION

A. **Overview:** The Academy Staff will place Academy Clubs into geographically-based conferences and set a schedule. The Academy Staff reserves the right to adjust game scheduling.

B. **Schedule:** The Academy Staff will provide a preliminary schedule for the Academy League by July 1st. The season will be held from September until mid-July each year.. The U.S. Soccer Development Academy Playoffs and Finals Week will be held each year in June and July. If an Academy Team would like to changes a fixture date, they must contact Academy Staff and all changes are subject to the approval of the Academy Staff and the Technical Advisor.

C. **Venue/Kickoff Times:** The Academy Staff shall fix the dates of all Academy Competitions. The venues and specific kickoff times of the Academy Games shall be proposed by the Home Team, subject to the approval of the Academy Staff. The Home Team shall submit venues and specific kick-off times to the Academy Staff for all Academy games by July 15th, so Visiting Teams can make the appropriate arrangements or offer objections for the Academy Staff's consideration. Evening games may only be played at venues with appropriate lighting installations.

1. Double fixture weekends may be played, however, eighteen hours is needed between both kick off times to allow for necessary travel and recovery.

a) For instance, if a Saturday fixture kicks off at 6 pm local time, the Sunday fixture may not kick off earlier than 12 pm local time unless permitted by Academy Staff.

2. Matches may not kick off earlier than 9 am local time.

3. Matches will be played U-17/18 age group first and then two and a half hours later, the U-15/16 match second. Two and a half hour blocks are needed for appropriate warm up time on the field.

4. Indoor venues must be pre-approved by Academy Staff at least two weeks prior to the fixture date.

5. The moving a fixture venue or kick off time for any reason the week of the schedule fixture will result in a club fine of \$25 for each occurrence.

D. Facility Set-Up: The Home Team shall be responsible for setting up its venue to include the appropriate lines, goals, nets, corner flags, benches and water and Gatorade sideline set up for both teams.

E. Postponement: All postponements and cancellations must be approved by Academy Staff. In no case may an Academy Club postpone or cancel a game without approval.

F. Rescheduling a Postponed Game: Academy Staff will arrange a reschedule date for a postponed match.

G. Rescheduling Considerations: The Academy Staff shall have the authority to review all the facts, (including fault on the part of either team, unavoidable conditions, expense for both teams and requests by a team to take a particular action in the best interests of the Academy Program, its clubs and its teams) in determining whether and when a game should be rescheduled, who should bear the financial burden as a result of cancellation or rescheduling, whether the game should be forfeited or cancelled permanently and whether other fines should be levied. The integrity of the Academy Program and the Home Team's schedule shall be given considerable weight in the resolution of these matters. Unless the sanction or remedy is set forth specifically in any U.S. Soccer Development Academy rules or regulations, the Academy Staff shall decide what action to take, and the Academy Staff's decision shall be final.

H. Facility Clearances: Once an Academy Team has submitted its venues and kickoff times, the Academy Staff assumes that a team's home facility is cleared for all dates on its schedule. If not available, an alternative location must be provided.

I. Standings: The Academy Staff assumes the responsibility of posting the Official Academy League standings at ussoccer.com. Official Academy League standings include wins, losses, ties, goals scored for, goals scored against and total league points. All standings are generated by the Match Report submitted online by the Referee within 48 hours of the completion of the game.

Points:

Three points for a win

One point for a tie

Zero points for a loss

Forfeit = 0-3 loss

Teams have 48 hours to verify their game results with the Academy Staff.

Division Tiebreakers:

The ranking of each team in the Division will be determined as follows:

- a) greatest points per game obtained in all Academy games;
- b) greatest goal difference per game in all Academy games;
- c) greatest number of goals scored per game in all Academy games.

If two or more teams are equal on the basis of the above three criteria, their rankings will be determined as follows:

- d) greatest points per game obtained in all Academy games between the teams concerned;
- e) greatest goal difference per game in all Academy games the teams concerned;
- f) greatest number of goals scored per game in all Academy games between the teams concerned;
- g) drawing of lots by the Academy Staff.

Wildcard Tiebreakers:

The ranking of each team in the Wildcard will be determined as follows:

- a) greatest points per game obtained in all Academy games;
- b) greatest goal difference per game in all Academy games;
- c) greatest number of goals scored per game in all Academy games.

If two or more teams are equal on the basis of the above three criteria, their rankings will be determined as follows:

- d) greatest number of points obtained in the Academy games between the teams concerned if only two teams are still equal;
- e) goal difference resulting from the Academy games between the teams concerned if only two teams are still equal;
- f) greater number of goals scored in the Academy games between the teams concerned if only two teams are still equal;
- g) drawing of lots by the Academy Staff if three or more teams are still equal.

Playoffs Tiebreakers:

The ranking of each team in the Playoffs will be determined as follows:

- a) greatest number of points obtained in all Playoff games;

- b) greatest goal difference in all Playoff games;
- c) greatest number of goals scored in all Playoff games.

If two or more teams are equal on the basis of the above three criteria, their rankings will be determined as follows:

- d) greatest number of points obtained in the Playoff games between the teams concerned;
- e) greatest goal difference resulting from the Playoff games between the teams concerned;
- f) greater number of goals scored in the Playoff games between the teams concerned;
- g) penalty kicks if only two teams are still equal;
- h) drawing of lots by the Academy Staff if three or more teams are still equal.

Finals Week Tiebreakers:

The ranking of each team in Finals Week will be determined as follows:

- a) greatest number of points obtained in all Finals Week games;
- b) greatest goal difference in all Finals Week games;
- c) greatest number of goals scored in all Finals Week games.

If two or more teams are equal on the basis of the above three criteria, their rankings will be determined as follows:

- d) greatest number of points obtained in the Finals Week games between the teams concerned;
- e) greatest goal difference resulting from the Finals Week games between the teams concerned;
- f) greater number of goals scored in the Finals Week games between the teams concerned;
- g) penalty kicks if only two teams are still equal;
- h) drawing of lots by the Academy Staff if three or more teams are still equal.

J. Permissible Outside Competition: Academy Teams shall be permitted to participate in elite tournaments and international travel per approval by Academy Staff and the respective Technical Advisor. Academy Teams will only be permitted to participate in approved competitions and events that follow the Academy Technical Framework. Participation in outside competition without prior approval will result in a fine and possible deduction of points in the standings.

1. College Camp Policy

- a) Academy players will be permitted to attend winter college camps permitting the Academy Coach has allowed attendance. The following guidelines are in place for camps:

- (1) The camp may be no longer than three days in length

- (2) The player may only attend one camp per school per year
- (3) The player may not attend a camp is it falls during the competitive season or is equal to or less than one week prior to the start of the competitive Academy season. Year round program athletes may attend camps during seasonal breaks
- (4) College Summer camps that fall outside the Academy season do not apply.

K. Technical Framework:

1. Game Length: All U-15/16 games will be two 40 minute halves with 10 minute half time. All U-17/18 Academy Games will be two 45 minute halves with 15 minute half time.
2. Substitutions: All Academy Games will have a maximum of seven (7) substitutions per game with no re-entry.
3. Substitutions are allowed at any stoppage. Games shall follow the Technical Framework provided for at the beginning of each Academy season in the Match Day Guide.

VIII. DEVELOPMENT ACADEMY POST SEASON COMPETITION

A. Academy Playoffs: The top two (2) teams in the Northwest and Southwest division will qualify for the Academy Playoffs. The top three(3) teams in the Northeast, Atlantic, Southeast, Frontier and Mid-America will qualify for the Academy Playoffs based on **greatest points per game obtained in all Academy games**, using tiebreakers if necessary. The next thirteen(13) teams with the best overall points per game (regardless of standing in the respective division) and tiebreakers criteria if necessary will also qualify for the Academy Playoffs.

B. Academy Roster: The Academy Team can roster no more than 18 fulltime players for the Academy Playoffs. The Academy Team will be responsible for all of its expenses related to the Academy Playoffs.

C. Seeding for Academy Playoffs: Seeding for the Academy Playoffs will be based on total points per game (rounded to the second decimal) for all Academy Games.

D. Academy Playoffs Format: Each team will participate in a round robin group format, playing each other team in the group. The group standings will be determined based on the total points and tiebreakers if necessary. The winners of each group will advance to the Academy Finals Week.

E. Academy Finals Week: The eight Academy Teams from each age group that qualify from the Academy Playoffs will meet in mid-July to compete in the U.S. Soccer Development Academy Finals Week.

F. Academy Finals Week Roster: The Academy Team's roster for the Academy Finals will be 18 players. The Academy Staff will provide a travel stipend to allow clubs to arrange travel to attend the Academy Finals Week. The Academy Staff will arrange airfare, hotels, meals and ground transportation for a 21 person travel party. The Academy Team will be responsible for all other expenses. The Finals

Week Information Packet will contain all information related to travel and roster regulations for the event.

G. Academy Finals Week Seeding: Seeding of the Academy Finals Week will be based on the results of the Academy Playoffs.

H. Academy Finals Week Format: Each team will participate in a round robin group format, playing each other team in the group once. The group standings will be determined based on the total points and tiebreakers if necessary. After group play, teams finishing first in their group will advance to the Academy Championship game.

IX. LAWS OF THE GAME, DISCIPLINARY MATTERS, DISPUTES, PROTESTS & APPEALS

A. Laws of the Game

1. General: Unless otherwise provided in these Regulations, all Academy Games shall be played in accordance with the Laws of the Game in force at the time of the competition and as laid down by the International Football Association Board. In the case of any discrepancy in the interpretation of the Laws of the Game, the English version shall be authoritative.

B. Disciplinary Matters: Disciplinary incidents are dealt with in compliance with the U.S. Soccer Development Academy Disciplinary Code. The players and clubs participating in the U.S. Soccer Development Academy agree to comply with the Laws of the Game, the USSF Bylaws and Policies, these Regulations and the Disciplinary Code. The Academy Players, Academy Coaches, Academy Representatives and Academy Clubs agree to comply with all further directives regarding the U.S. Soccer Development Academy. The Academy Players and Coaches agree notably to: a) respect the spirit of fair play and non-violence; b) behave accordingly; c) refrain from illegal use of drugs, alcohol and tobacco.

C. Disputes: Parties shall try to resolve all disputes in connection with the Development Academy by negotiation. In compliance with USSF Bylaw 707, member clubs, players and other officials may not take disputes to an ordinary court of law. If a decision is subject to appeal, it shall be submitted to the jurisdiction of the Academy Staff.

D. Protest & Appeals

1. Overview: For the purpose of these regulations, protests are objections of any kind related to events or matters that have a direct effect on games, including but not limited to the eligibility of players, the state of the field, accessory game equipment, crowd behavior and stadium installations.

2. Time: Unless otherwise stipulated in this article, protests shall be submitted in writing to the Referee or faxed to the Academy Staff within 12 hours of the conclusion of the game in question and followed up immediately with a full written report, including a copy of the original protest, to be sent in writing to the Academy Staff; otherwise they will be disregarded.

3. Eligibility: Protests regarding the eligibility of players nominated for games shall be submitted in writing to the Academy Staff no later than 24 hours after the game.

4. Field Conditions: Protests regarding the state of the field, its surroundings, markings or accessory items (e.g. goals, flag posts or soccer balls) shall be made in writing to the Referee before the start of the game by the Academy Coach or Academy Administrator lodging the protest. Academy Staff must also be notified of the protest prior to kickoff. If the field's playing surface becomes unplayable during a game, the Referee shall consult Academy Staff and both parties shall have the joint right to determine whether to delay, postpone or cancel the game.

5. During a Game: Protests against any incidents that occur during the course of a game shall be made to the Referee by the Academy Coach or Academy Administrator immediately after the disputed incident and before play has resumed.

6. Referee's Decisions: No protests may be made about the Referee's decisions regarding facts connected with play, such decisions being final.

7. Frivolous Protests: If an unfounded or irresponsible protest is lodged, the Academy Staff may dismiss the protest.

X. RISK MANAGEMENT

A. Overview: The Academy Staff is committed to providing a safe environment for its Members and participants, and to preventing abusive conduct in any form. Every member Club and its personnel are responsible for protecting participants and ensuring their safety and well being while involved in sponsored activities. To this end, the following guidelines of behavior and procedures have been adopted for member Clubs, staff, volunteers and participants. All Clubs, as well as parents, spectators and other invitees, are expected to observe and adhere to these guidelines. Violation of these guidelines may be used as a basis for a club or its staff's suspension or other disciplinary action, or a staff's disqualification from registration.

1. Abuse of any kind is not permitted within the Development Academy. Physical, sexual, emotional or verbal abuse or misconduct from Academy players, coaches, officials, volunteers, parents or spectators shall not be tolerated.

2. Physical and sexual abuse, including, but not limited to: striking, hitting, kicking, biting, indecent or wanton gesturing, lewd remarks, indecent exposure and any form of sexual contact or inappropriate touching, are strictly prohibited within the Development Academy.

3. Emotional abuse or verbal abuse is also prohibited. These include, but are not limited to such forms of abuse as: insulting, threatening, mocking, demeaning behavior or making abusive statements in regard to a person's race, gender, religion, nationality/ethnicity, sex or age.

4. The Development Academy is committed to providing a safe environment for players, participants and staff. Every Member is responsible for reporting any cases of questionable conduct or alleged mistreatment toward our Members by any coach, official, volunteer, player, parent, sibling or spectator.

5. The Academy Staff will respond quickly to any and all allegations of abuse within this

organization. The alleged offender will be notified of such allegations promptly.

6. Each staff member who is required to be registered shall also submit to a background check every two years. Failure to submit a background check application before participating with Development Academy registered players, or falsifying the application in any way, shall be grounds for immediate suspension from the Development Academy. The staff's member club may also be terminated if they are aware of a staff falsifying an application.

B. Conduct: The Academy Staff promotes good sportsmanship throughout the Development Academy and encourages qualities of mutual respect, courtesy and tolerance in all participants, coaches, officials and volunteers.

1. To protect youth participants, as well as coaches, officials and volunteers, it is strongly recommended that no adult person allow him/herself to be alone with an individual child (unless their own child) or with any group of children during sponsored activities. In particular, it is recommended that coaches or other adult members of the Academy Club:

- Do not drive alone with an individual child participant in the car.
- Do not take an individual child alone to the locker room, bathrooms or any other private room.
- Private conversations with youth participants should occur within the view of others, in the gym or on the field, instead of a private office or hotel room.
- Coaches and other adult members of the Academy Club should not socialize individually with participants outside of sponsored activities [in the absence of participant's parents].

2. Supervision/Chaperone ratio: It is recommended that for any sponsored activity, the ratio of adults to youth participants be at least 1:9, or 1 adult for every 9 children, with a minimum of 2 adults for every activity.

3. When traveling overnight with youth participants, children should be paired up with other children of the same gender and similar age group, and with chaperones in separate, but nearby rooms.

4. No child should be left alone at a training session or at any other time until they are picked up by their parent, older sibling or other designated adult. It is recommended that the last adult in addition to the coach or trainer wait at the site until the child is picked up.

5. We want to empower our children to trust their feelings and let them know that their concerns, fears and hopes are important by listening to them. Open communication between children and parents, or between children and other adults in the organization may help early warning signs of abuse to surface.

B. Background Checks: All coaches and administrators who are required to register with the Development Academy must complete a risk management application every two years, which can be accessed online. Failure to complete or falsification of the application can result in immediate disqualification or suspension. The Development Academy will cover the cost of these background checks for any administrator/coach registered with the Academy Team.

C. Disqualification of Individuals

1. The Academy Staff may deny registration to and disqualify any individual, or deny membership to or otherwise discipline any Academy Club which continues to employ or utilize any individual who either fails to comply with these registration procedures, falsifies information or as a result of such procedures is determined by the Academy Staff to be unfit to continue in his current position, and is disqualified.

2. The Academy Staff may use any information in its absolute discretion in determining disqualifications. Such information may include conviction of any felony, gross misdemeanors, violation of these guidelines or driving offenses, including: loss of license, reckless driving, impaired driving or a DUI.

3. Any person accused of sexual or physical abuse may be asked to resign voluntarily or may be suspended by the Academy Staff until the matter is resolved. Regardless of criminal or civil guilt in the alleged abuse, the continued presence of the person could be detrimental to the reputation of the organization and could be harmful to the participants. A person who is accused but later cleared of charges may apply to be reinstated within the Development Academy. Reinstatement is not a right, and no guarantee is made that he or she will be reinstated to his/her former position

4. The Development Academy and its members shall further comply with the U.S. Soccer Risk Management Bylaws, Rules, and Policies, including Bylaw 212, and Policies 212 and 601-10. Appeals of disqualifications are subject to procedures under Appendix B.

D. Goal Safety: Home Clubs are responsible for inspecting the goals and ensuring the safety of the goals. However, should the visiting Club become aware of a goal safety issue, they should immediately inform the home Club and the game official about the issue. The home Clubs should do the following:

1. Pre-Game Suggestions: (a) Make sure that the goal is firmly secured to the ground with anchors; (b) Make sure that all connecting hardware (nuts, bolts, etc.) is properly attached; (c) Make sure that the structural integrity of the goal has not been compromised (cracks in welds or posts, etc.); (d) Make sure that the goal is on a level (flat) surface; and (e) check the net attachment system to make sure that it is secure and that there are no sharp edges.

2. Post-Game Suggestions: (a) if goals remain in the up-right position, make sure they are secured with ground anchors; (b) if anchored with portable style anchors, goals should be stored by being chained together face-to-face, or placed in a face down position; (c) remove the net when the goal is not in use; (d) make sure that all connecting hardware (nuts, bolts, etc.) are in place and secure; (e) check the structural integrity of the goal; (f) never allow anyone to climb on the goals;

(g) if goals are moved, exercise extreme caution and allow adequate manpower to move the goals; and (h) make sure that warning labels are visible and in good condition.

3. Post-Season Suggestions: If the club owns the goals, when the soccer season is complete, consider fully disassembling goals and storing them in the proper facilities.

E. Field Inspection: Home Clubs are responsible for inspecting the field and ensuring the safety of the facility. However, should the visiting Club become aware of a safety issue at the facility, they should immediately inform the home Club and the game official about the issue. The home Club should do the following.

Inspect for foreign objects

Check for holes, hills or ruts

Inspect sprinkler heads to make sure that they are seated and properly covered

Ensure there is a restraining line for spectators at least five (5) feet beyond the touch line

Inspect bleachers and seating areas

Inspect the field and surrounding areas for any possible “attractive nuisances”

F. Referee Responsibility for Safety: All determinations as to the safety of the field, the goals, the balls, player equipment are ultimately the responsibility of the referee assigned to the game. Any field, equipment or ball conditions deemed by the referee to be unsafe must be corrected by the home Club before play can begin or resume.

G. Club Liability: To the extent that Academy Clubs are not covered by the general liability insurance provided by USSF, Academy Clubs assume all risks, responsibilities and liabilities for loss, damage, injury or death while using property and facilities during games in Academy Competitions, whether such loss, damage, injury or death be occasioned by the team or by the league, its officers, agents or otherwise.

H. Player Liability: Players shall assume all risks, responsibilities and liabilities for loss, damage, injury or death to himself while engaged as a player for a club or as a player on a representative team of the league subject to applicable state laws and regulations.

I. Liability Waiver & Indemnification Form: All coaches, administrators and players and their parent or guardian are required to sign a liability waiver when they submit their registration.

XI. EQUIPMENT

A. Uniforms: Academy Players, Academy Coaches and Academy Club Officials are not allowed to display political, religious or personal messages in any language or form on their playing or team uniforms, equipment (including bags, beverage containers, medical bags, etc.) or body for the duration of official Academy Games. Academy Teams are required to have one white (or similarly light colored) uniform and one dark uniform. Home teams will choose their uniforms and visiting teams will be required to wear their contrasting uniforms. Academy Teams are required to apply the Academy Patch on the right sleeve of their game jerseys only. Patches will be supplied to the Academy Team at no cost for two (2) full sets of Academy uniforms. Additional patches for jerseys may be purchased.

B. Soccer Balls: All Academy Games are to be played with the Academy Game Ball. The Academy will provide a set number of Academy Game Balls at no cost to the Academy Clubs. No game can be played without Academy Game Balls. Should an Academy Club require additional game balls, they will be available in limited quantities for purchase from the Academy. There shall be a minimum of three (3) Academy Game Balls at each game, and the ball shall be approved by the referee.

C. Goals, Nets, Corner Flags and Benches: Kwik Goal products are recommended. All goals must be properly anchored.

XII. PLAYER AND COACH INSURANCE

A. Medical Insurance: Each Academy Player will be provided secondary medical insurance by USSF. All players are covered who:

1. Have been registered by their Academy Club pursuant to the registration rules; and
2. Have had a pass issued by the Development Academy
3. Academy tryouts, practices and Market Training Centers are covered under the medical policy; claims should be filed following the instructions.

B. How to File a Claim: To file a medical insurance claim, consult the Insurance Claim Guide and contact Academy Staff.

XIII. COMMERCIAL RIGHTS

All commercial rights can be found in the Development Academy Marketing Guidelines.

XIV. REFEREEING & GAME INFORMATION

A. Overview: The Referees and Assistant Referees will be assigned for each game by the USSF Referee Department.

B. Fees: The fees for Referees and Assistant Referees shall be a total of \$175 per game. USSF will pay the Referees and Assistant Referees.

C. Match Report: After each game, the Referee shall complete and sign the official Match Report Form. The Referee shall enter the match data using the online reporting system within 48 hours of the game. The Academy Club will be responsible for reviewing the online match report and submitting corrections to the appropriate Academy Staff member in a timely matter. The Match Report will be used to generate standings, track suspensions and gather statistics.

D. Game Information: On the Match Report, the Referee shall note all occurrences of significance, such as misconduct of players leading to caution or expulsion, unsporting behavior by supporters and/or by officials or any other person acting on behalf of a club at the game and any other incident happening before, during and after the game in as much detail as possible.

XV. COMPLIANCE WITH DECISIONS TAKEN BY DEVELOPMENT ACADEMY BODIES

All players and officers of the participating clubs shall undertake to comply fully with the regulations and decisions taken by the Academy Staff, Technical Committee and the Discipline Committee.

XVI. SPECIAL CIRCUMSTANCES

The Academy Staff shall issue any instructions necessitated by special circumstances that may arise. These instructions shall form an integral part of these regulations and may, in exceptional circumstances, override a specific regulation.

XVII. MATTERS NOT PROVIDED FOR

Matters not provided for in these regulations and cases of force majeure shall be decided by the USSF CEO/Secretary General. All decisions shall be final.

Appendix A: Evaluation

Each club shall be evaluated at least twice a year in a formal process called Club Evaluations. The evaluation process uses over 150 data points on both the technical and administrative side for a comprehensive review. The Technical Advisor and Academy Staff shall evaluate, gather and calculate the evaluations and then distribute reviews and grades. End of year grades for the previous season shall be posted on ussoccer.com by September 1 every year.

Appendix B: United States Soccer Federation Development Academy Background Check Policy

1. Introduction

The United States Soccer Federation Development Academy (“USSF Development Academy”) requires background checks on all coaches, staff members and other individuals specified below in order to ensure a safe team environment for USSF Development Academy games.

2. Authorized Background Check Organization

The National Center for Safety Initiatives (“NCSI”) shall conduct all Games background checks. NCSI is a full service screening organization that works in accordance with the *Recommended Guidelines*© established by the National Council on Youth Sports (“NCYS”). NCSI operates as an independent company, but it is owned and governed in partnership with NCYS.

In addition to conducting background checks, NCSI is responsible for interpreting the background check results, communicating with individuals regarding their background check results, and reporting to the USSF Development Academy all background check results. NCSI will also be responsible for complying with the Fair Credit Reporting Act (“FCRA”) and maintaining the confidentiality of information obtained in the background check process.

3. Individuals to be Checked and Frequency of Background Checks

Background checks shall be conducted on the following individuals:¹

- All USSF Development Academy club staff members (coaches, team managers, etc.) who travel or attend training with the teams.
- All other individuals who the USSF determines, in its sole discretion, should receive background checks.

In the event of an individual working at more than one Games, NCSI’s “Full Service Check-it-Twice™” package (“USSF Development Academy background check”—see below for details) shall be conducted every two calendar years (i.e., if the individual had an USSF Development Academy background check run in 2011, he or she would not need an USSF Development Academy background check run again until 2013).

4. Individual Self-Registration Procedure

The USSF Development Academy has set up with NCSI a background check authorization form via a secure website. NCSI will provide the USSF Development Academy the website link information, so that

¹ Background checks also shall be conducted on USSF Development Academy employees and independent contractors who attend the USSF Development Academy games on USSF Development Academy business. These background checks shall be conducted by the National Center for Safety Initiatives (NCSI) and shall meet the same standards as are set forth in this Policy. An USSF Development Academy employee or independent contractor whose background check discloses adverse information will be dealt with pursuant to the U.S. Soccer’s internal procedures, and not pursuant to Section 8 of this Policy.

the USSF Development Academy can direct individuals to the website to self-register for their USSF Development Academy background checks. Each individual must complete the background check authorization form prior to NCSI conducting the background check. The USSF Development Academy has entered into a contract with NCSI to allow use of the NCSI website.

5. Information to be Checked

All USSF Development Academy background checks shall consist of NCSI's "Full Service Check-it-Twice™" package, which includes:

- Checks of two independent national databases;
- Checks of all available state sex offender registries;
- Social Security number and address verification;
- Federal terrorist database check;
- Checks of county criminal records by county courthouse runners for each county where the individual currently lives or has lived during the past seven years, going back the length of time records are available for each county searched; and
- International background checks for countries where the individual has lived, worked, or studied for three or more consecutive months during the past seven years.

In addition, NCSI will perform a limited automatic recheck 12 months after the initial background check on active individuals. The recheck will include checks of one national database and all available state sex offender registries.

6. Background Check Findings

NCSI will issue its findings to the USSF Development Academy based on a "Red Light/Green Light" system. A "Green Light" or "meets the criteria" finding indicates the individual is suitable for Games roles with regard to the background check. A "Red Light" finding means that the individual "does not meet the criteria" and is not suitable for the USSF Development Academy with regard to the background check.

A record or disclosure from the individual that contains the following information will be flagged as a "Red Light" or "does not meet the criteria:"

- Any felony (any crime punishable by confinement of greater than one year);
- Any lesser crime involving force or threat of force against a person;
- Any lesser crime in which sexual relations is an element, including "victimless" crimes of a sexual nature (including pornography);
- Any lesser crime involving controlled substances (not paraphernalia or alcohol);
- Any lesser crime involving cruelty to animals; or,
- Any sex offender registrant.

Additionally, the following information will result in further investigation involving the individual and the appropriate courts, which will lead to a determination of either a "Red Light" or a "Green Light" finding:

- An arrest of one or more of the criterion offenses with no disposition noted;
- Expunctions, restoration of rights, or pardons of a criterion offense;
- Any charge involving a child resulting in a disposition favorable to the individual; or,
- An arrest or conviction where it is not readily apparent if drugs or alcohol are involved.

The above criteria, are contained within the guidelines developed by the NCYS, and have been adopted by NCSI. The NCYS considers that the criteria for a “Red Light” or “does not meet the criteria” finding to be consistent with the principles of the federal PROTECT Act of 2003.

7. Background Check Procedures

NCSI will complete the "Full Service Check-it-Twice™" background check described in Section 5. If questions arise concerning a background check, NCSI will contact the individual directly and give him or her an opportunity to correct potential discrepancies in the records or to provide additional information prior to NCSI issuing a “Red Light.” In such situations, the USSF Development Academy may also be contacted.

The USSF Development Academy will be notified of “Green Light,” and “Red Light,” findings. In the event of a “Red Light” finding, NCSI will contact the USSF Development Academy to request authorization to send an adverse action letter on behalf of the organization, and if authorized, will send an adverse action letter. NCSI can provide additional information to support the organization’s review and decision process.

After receiving notification of a “Red Light” finding, an USSF Development Academy club may take whatever action it considers appropriate under its own procedures regarding the individual. That action may include withdrawal of the individual’s assignment or nomination for USSF Development Academy participation. The USSF Development Academy is not responsible for any action that an USSF Development Academy club may take against the individual.

The background check information must be completed by an individual prior to that individual’s participation in the USSF Development Academy. Turnaround time for domestic background checks is approximately ten business days. Turnaround time may be up to six weeks for international background checks.

8. Background Check Review Panel

Should an individual listed in Section 3 (other than an USSF Development Academy employee or independent contractor) receive a “Red Light” finding or an adverse action letter and wish to contest the USSF Development Academy’s decision not to accept his or her application to participate in the USSF Development Academy based on that “Red Light” finding or adverse action letter, the individual has the right to a hearing before an USSF Development Academy Review Panel. The Review Panel will consist of a disinterested, three-person panel selected from the United States Soccer Federation Appeals Committee. The Review Panel shall be appointed by the USSF CEO/Secretary General.

Unless otherwise notified by the USSF Development Academy that a shorter period is required, the individual shall have 10 business days from the date that he or she was notified that the application was not accepted to notify the USSF Development Academy of a request for a hearing. The request for a

hearing shall include all written evidence that the individual wishes the Review Panel to consider and a list of witnesses that the individual may call at the hearing. An individual who requests a hearing shall grant written permission for his or her complete background check findings to be provided to the Review Panel, the CEO/Secretary General and General Counsel for USSF, and the CEO or President of the USSF Development Academy club involved. In addition to any evidence or argument provided by the individual, the Review Panel may consider any recommendation of the USSF General Counsel. Such recommendation must be provided to the review panel within 5 business days from that date the USSF Development Academy receives notice of the individuals request for a hearing, include all written evidence that the General Counsel wishes the review Panel to consider and a list of witnesses that that the General Counsel may call at the hearing. The hearing shall be scheduled within 15 business days of the USSF Development Academy's receipt of the request for a hearing and may be conducted by telephone conference. The Review Panel shall have the authority to determine if the person should be permitted to participate in the USSF Development Academy.

The Review Panel will communicate its finding to the individual, to the CEO or President of the USSF Development Academy club involved, to the CEO/Secretary General of the USSF, and to the USSF Development Academy Staff. The decision of the Review Panel shall be final and binding decision of the USSF regarding the application.

Appendix C: Development Academy Ethics Code for Coaches & Academy Club Personnel

Introduction

This Ethics Code is intended to provide standards of professional conduct for all Development Academy coaches and team personnel. Compliance or violation of the Ethics Code may determine eligibility to participate in the Academy Program.

General Principles

1. Competence
 - a. Coaches and Academy personnel shall maintain high standards of work, recognize boundaries, competencies and limitations of expertise and provide services for which they are qualified.
2. Integrity
 - a. Promote integrity in the practice of coaching and Academy administration through honesty and respect. Function appropriately in accordance with roles within the Academy program. Avoid improper and harmful relationships.
3. Professional Responsibility
 - a. Coaches and Academy personnel shall uphold the standards of conduct, be clear on professional roles and obligations, conduct themselves appropriately and adapt methods to the need of different athletes. Coaches and personnel consult with, refer to and cooperate with other coaches and personnel within the Academy to best serve the interests of athletes and the Academy program. All involved in the Academy program shall avoid unethical conduct within their team but also with others in the program.
4. Respect for Participants
 - a. Coaches and personnel shall respect the fundamental rights, dignity and worth of all participants. All are aware of cultural, individual and role differences; including but not limited to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socioeconomic status. Coaches and Academy personnel should try to eliminate the effect on their work of biases based on those factor and do not knowingly participate in or condone unfair discriminatory practices.
5. Responsible Coaching
 - a. Coaches and Academy personnel are aware of their professional responsibilities to the community and the society in which their work and live. All should avoid misuse of their work and comply with the law in all matters.

Ethical Standards

1. General Standards
 - a. Applicability of the Ethics Code - All coaches should be sensitive to their position as role models to Academy athletes. Private activities perceived as immoral or illegal can influence the coaching environment.

- b. Boundaries of Competence - Coaches shall provide services within boundaries of competence. New techniques shall only be implemented after training in such areas. Coaches shall take reasonable steps in emerging areas in which generally recognized standards for preparatory training do not yet exist.
- c. Maintaining Expertise – Coaches shall maintain the Academy standards for professional standards.
- d. Respecting Others – Coaches and Academy personnel respect the rights of others to hold values, attitudes and opinion that differ from their own.
- e. Harassment – Coaches do not participate in sexual or other forms or harassment.
- f. Personal Problems and Conflict – Coaches and Academy personnel refrain from undertaking any activities when they know or should know that their personal problems are likely to lead to harm to athletes or others whom they owe a professional obligation. Coaches shall take appropriate steps if or when a personal problem does arise that interferes with their ability to maintain their professional capacity.
- g. Misuse of Coaches’ Influence – Because professional judgments and actions may affect the lives of others, coaches and Academy personnel must be alert again personal, professional, financial, social organizational or political factors that might lead to misuse of their influence.
- h. Multiple Relationships – Coaches and Academy personnel must always be sensitive to the potential harmful effects of other contacts on their work and on those persons with whom they deal. A person in this role refrains from entering into or promising another personal, professional, financial or other relationship with such persons if it appears likely that such a relationship might impair the objectivity or otherwise interfere with the person’s role and function.
- i. Exploitative Relationships – Coaches and Academy personnel do not exploit or engage in any sexual/romantic relationships with athletes or other participants over whom they have supervisory, evaluative or other authority.
- j. Delegation to and Supervision of Subordinates – Coaches and Academy personnel delegate duties and responsibilities only to those that can reasonably be expected to perform competently.
- k. Fees and Financial Arrangements – Coaches and Academy personnel agree to the following: specify financial and billing arrangements as early as possible in the professional relationship; will not exploit recipients of services; consistent with the law; do not misrepresent fees.
- l. Drugs-Free Sport – Coaches and Academy personnel do not tolerate to the use of performance-enhancing drugs, illegal drugs, alcohol and tobacco. The program supports athletes’ efforts to be drug-free and avoid participation in illegal activities.

2. Advertising and Other Public Statements

- a. Definition of Public Statements – Coaches and Academy personnel comply with the Ethics

- Code in public statements relating to their professional services, products and publications.
- b. Statements by Others – Programs that use others to create or place public statements that promote their club or individual practices retain professional responsibility for such statements. In addition, the program makes reasonable efforts to prevent others whom they do not control from making deceptive statements.
 - c. Avoidance of False or Deceptive Statements – Coaches and Academy personnel do not make public statements that are false, deceptive, misleading or fraudulent.
 - d. Recruiting – Coaches and Academy personnel do not engage, directly or through others, in uninvited in-person solicitation of business from actual or potential athletes or other participants.

3. Training Athletes

- a. Structuring the relationship – Coaches and Academy personnel are forthcoming with the format, structure and cost of training. Each training session will be supervised with a coach, and if he or she will not attend, a coach of similar capabilities will be in attendance. Programs will make reasonable efforts to communicate and avoid apparent misunderstandings about training.

4. Training Supervision

- a. Accuracy and Objectivity in Coaching – When engaged in coaching, coaches shall present information accurately and with a reasonable degree of objectivity. Coaches also shall recognize the power they hold over athletes and therefore make reasonable efforts to avoid engaging in demeaning conduct.
- b. Assessing Athlete Performance – Coaches establish an appropriate process for providing feedback to athletes. Such evaluation shall be on the basis of actual performance on relevant and establish program requirements.

5. Team Selection

- a. Coaches perform evaluations or team selection only within the context of a defined professional relationship. The assessment, recommendation reports or evaluative statements used to select team members shall be based on information and techniques sufficient to provide appropriate substantiation for their findings.

6. Resolving Ethical Issues

- a. Familiarity with Ethics Code – Lack of awareness of an ethical standard is not itself a defense to a charge of unethical conduct.
- b. Information Resolution of Ethical Violations – When coaches or Academy personnel believe that there may be an ethical violation by another coaches, they attempt to resolve the issue by bringing it to the attention of that individual.
- c. Reporting Ethical Violations – If an apparent ethical violation is not appropriate for informal resolution as stated above, coaches can take further action appropriate to the

situation by reporting to Academy Staff.

- d. Improper Complaints – Coaches and Academy personnel will not file or encourage the filing of ethics complaints to Academy Staff that are frivolous and are intended to harm the respondent rather than protect other involved individuals.