United States Soccer Federation, Inc.

POLICY MANUAL

Table of Contents

Policy 102(3)-1	**—**	**National Coaching Program**	**1**
Policy 102(4)-1	**—**	**U.S. Open Cup**	**4**
Policy 107-1	**—**	**Use of Federation Logo By Members**	**12**
Policy 202(1)(H)-1	**—**	**Professional Leagues**	**13**
Policy 202(1)(H)-2	**—**	**Professional Leagues-Referee Assault**	**17**
Policy 202-3	**—**	**Professional League All Star Games**	**18**
Policy 212	**—**	**Reporting Risk Management Decisions**	**18**
Policy 212-1	**—**	**Participation in Affiliated Organizations**	**18**
Policy 214-1	**—**	**Membership Dues Deadlines**	**20**
Policy 214-2	**—**	**Membership Fees**	**21**
Policy 231-1	**—**	**Nomination Procedure for Life Members**	**22**
Policy 241-1	**—**	**Recognition of Disciplinary Actions**	**23**
Policy 411-1	**—**	**Federation Responsibility**	**24**
Policy 431-1	**—**	**Federation Standing Committees**	**25**
Policy 502-1	**—**	**Authority of Secretary General to Fine**	**27**
Policy 511-1	**—**	**Federation Budget Amendments**	**27**
Policy 521-1	**—**	**International Games**	**28**
Policy 531-1	**—**	**Referee Administration**	**30**
Policy 531-2	**—**	**Referee Registration Fee**	**31**
Policy 531-3	**—**	**Referee Registration Cards**	**31**
Policy 531-4	**—**	**Referee Uniform**	**32**
Policy 531-5	**—**	**Referee Authority**	**32**
Policy 531-6	**—**	**Restriction on Referee as a Player**	**32**
Policy 531-7	**—**	**Federation FIFA Referee and Assistant Referee Qualifications**	**32**
Policy 531-8	**—**	**Assignment of Game Officials**	**32**
Policy 531-9	**—**	**Misconduct Toward Game Officials**	**33**
Policy 531-10	**—**	**Misconduct of Game Officials**	**36**
Policy 531-11	**—**	**National Referee Development Program**	**39**
Policy 543-1	**—**	**Special Youth Player Privileges**	**41**
Policy 601-1	**—**	**Player Status – Adult or Professional**	**41**
Policy 601-2	**—**	**Registration of Professional Players and Registration Procedures**	**42**
Policy 601-3	**—**	**Professional Player Contract**	**44**
Policy 601-4	**—**	**Amateur Reinstatement**	**44**
Policy 601-5	**—**	**Registration of Amateur Players**	**45**
Policy 601-6	**—**	**International Clearances**	**46**
Policy 601-7	**—**	**Competition Participation**	**46**
Policy 601-8	**—**	**Professional League Player Registration**	**47**
Policy 601-9	**—**	**Registration**	**51**
Policy 601-10	**—**	**Recognition of Risk Management Actions**	**51**
Policy 701-1	**—**	**Hearing Procedures**	**53**
Policy 704-1	**—**	**Grievance Procedures**	**54**
Policy 705-1	**—**	**Appeals Committee**	**56**
Policy 705-2	**—**	**Appeals Record**	**57**

Policy 102(3)-1—National Coaching Program

Section 1. United States Soccer Federation Coaching Courses

The United States Soccer Federation ("Federation") shall issue coaching licenses in the A, B, C, D, Youth, Goalkeeping, and Fitness courses and certificates in the E and Youth Module courses to coaches successfully completing the courses. The A, B, C, Youth, Goalkeeping, and Fitness courses shall be conducted solely by U.S. Soccer except as provided in Subsection B below. The D, E, and Youth Module courses shall be conducted by State Associations as provided by this policy. The course contents and all policies governing all Federation licensing and certificate courses will be determined by the Federation Coaching Education Department.

(A) The basic requirement for entry to all A, B, and C courses is a minimum age of 18. Further, entry to the C course requires a current D license held for a minimum of twelve (12) months; entry to the B course requires a current C license held for a minimum of twelve (12) months; and entry to the A course requires a current B license held for a minimum of twelve (12) months, except as follows:

(1) A player or coach with three (3) years' experience on the Men's or Women's Senior National Team and three (3) years coaching experience may apply for entry into a C course upon submitting proper documentation of his/her playing and/or coaching background. All waiver cases require the final approval of the Federation Coaching Education Department.

(2) A player or coach with at least five (5) years' experience on the Men's or Women's National Team and five (5) years coaching experience may apply for entry into a B course upon submitting proper documentation of his/her playing and/or coaching background. All waiver cases require the final approval of the Federation Coaching Education Department.

(3) A professional player or former professional player, as defined in Federation Policy 601-1, with at least five (5) years' experience on a professional team and five (5) years coaching experience may apply for entry into a B course upon submitting proper documentation of his/her playing and coaching background. All waiver cases require the final approval of the Federation Coaching Education Department.

(4) An individual with a license of another FIFA national association that has been confirmed in writing by that national association may apply for entry into the course deemed appropriate by the Federation Coaching Education Department.

(5) An individual with an NSCAA National Diploma held for a minimum of twelve (12) months may apply for entry into a C course, and an individual with an NSCAA Advanced Diploma held for a minimum of twelve (12) months or NSCAA Premier Diploma held for a minimum of twelve (12) months may apply for entry into the B course.

(6) An individual with a certificate from a coaching school unaffiliated with U.S. Soccer may, upon approval, and subsequent to an evaluation of that course by the Federation Coaching Education Department, apply for entry into a C course upon submitting proper documentation that he/she has coached for a period of five (5) years.

(B) The C or Youth course may be hosted by a State Association upon permission of the Federation Coaching Education Department. Hosted C and Youth courses will be conducted in accordance with Federation policies which require (1) instruction by at least one (1) approved National Staff Coach or National Instructional Staff member for (A) every eighteen (18) candidates in attendance or (B) such lesser number of candidates in attendance that may be approved from time to time, (2) minimum and maximum number of candidates in each course, (3) full financial and administrative responsibility and legal liability for the course be taken by the hosting State Association or region, and (4) procurement of comprehensive general liability insurance in the amount of one million dollars, naming the Federation as an additional insured. The appropriate State Director of Coaching or State Technical Director (as provided by section 3 of this policy) is responsible for ensuring all course policies and entry requirements are met and that the C or Youth course curriculum is followed.

(C) The A license is valid for a period of four (4) years after which time it must be renewed through the then current Federation continuing education program. Coaches holding lapsed licenses will no longer receive information or references from the Federation, will not be eligible to hold a state, regional, or national coaching position and must re-sit for the full license course and successfully pass examinations to re-certify their A license. Coaches with an expired A license will thereafter hold a B license. B, C, and Youth licenses have no expiration and do not require continuing education. Mailings, however, will cease if the coach is not an active member with the Federation Coaching Education Department.

Section 2. Federation Courses Conducted by State Associations and USASA Coaching Course

(A) The appropriate State Association (youth, adult, or joint) shall conduct D, E, and Youth Module courses through their state coaching programs, with oversight by the Federation Coaching Education Department. The course requirements and policies governing the D, E, and Youth Module courses will be determined by the Federation Coaching Education Department. The Federation may also conduct these courses.

(B) The United States Adult Soccer Association may conduct a USASA coaching course and issue a USASA coaching certificate for the course that will be recognized by the Federation on approval of the course content by the Federation. If so approved, a candidate passing the course is eligible to apply for and take the C course.

Section 3. State Director of Coaching or Technical Director

Each State Association shall have a State Director of Coaching or a State Technical Director (hereafter referred to only as "State Director of Coaching"). The State Director of Coaching is responsible for (1) providing D, E, and Youth Module courses to meet the needs of the State Association's coaching population, and (2) ensuring the courses follow Federation course requirements and policies. The State Director of Coaching may conduct these license courses or supervise course instruction by state coaching staff.

(A) The State Director of Coaching—
(1) shall, subject to subsection (B), be appointed by the State Association President;
(2) shall be in good standing with the Federation and its Organization Members;
(3) shall hold current A license for a minimum of one (1) year. In the absence of a qualified coach having an A license, a B licensed coach may be named as "Acting State Director of Coaching" for a period of one (1) year during which time the coach must successfully be issued an A license to retain the position and be named State Director of Coaching. An A licensed coach who has been certified for less than one (1) year may be named "Acting State Director of Coaching" until the (1) year period has been reached at which time the full title of State Director of Coaching may be given;
(4) must be actively coaching at the time of nomination; and
(5) must have confirmation by the Federation Coaching Education Department that the criteria listed in clauses (1)–(4) are met.

(B) Procedure
(1) The State Association President emails the State Director of Coaching appointment with required references to the Federation Coaching Education Department for confirmation; and
(2) On receipt of confirmation, the coach is so appointed and the State Association President announces the appointment.

(C) If a State Association has already in place a person who does not meet the qualifications for State Director of Coaching, that person may continue to act as the state coaching administrator. The responsibilities of the administrator do not extend to supervision or conducting of license courses or curriculum, only to their administration.

(D) Each State Association must submit current directory information to the Federation National Office at least annually and immediately upon change for all State Directors of Coaching and state coaching administrators. If a State Director of Coaching is not in place, an "acting" State Director of Coaching must be designated by the State Association and approved by the Federation before that State Association may conduct any further license or certificate courses.

(E) A State Association may also require its State Director of Coaching to hold a current youth license for a minimum of one (1) year or provide the period within which the coach must obtain the youth license.

Section 4. State Coaching Course Instructors

State coaching course instructors must hold at least a C license, although an A license is recommended. However, an instructor may be an instructor for the Youth course if the instructor also holds the Youth license. Instructors may conduct D, E, and Youth Module courses only under the direction of the State Director of Coaching.

Section 5. State Association Reporting Requirement

Each State Association will, at a minimum, submit records to the Federation of new D, E, and Youth Module certificates issued to coaches by March 1 for the preceding calendar year.

Section 6. Exclusivity of Federation Licenses and Certificates

Under no other circumstances than as provided in this policy may Federation approved licenses or certificates be issued or coaching courses be administered.

Policy 102(4)-1—Lamar Hunt U.S. Open Cup

PART I — ORGANIZATION

Section 101. General

The United States Soccer Federation shall conduct annually a competition of outdoor amateur and professional soccer teams of Organization Members of the Federation. The competition shall be known as the "Lamar Hunt U.S. Open Cup" (referred to in this policy as the "Open Cup"). This competition shall be recognized as the Federation's National Championship, and information about the Cup, including the annual champion and runner up, shall be provided to FIFA and CONCACAF.

Section 102. Open Cup Committee

(a) The President shall appoint annually, subject to approval of the National Board of Directors, an Open Cup Committee. The President shall designate one of the members as Chairman of the Committee.

(b) The Committee shall be responsible for carrying out this policy, establishing requirements and procedures for carrying out this policy and for conducting the Open Cup, and for the direction of the Open Cup.

Section 103. U.S. Open Cup Commissioner

The Secretary General of the Federation shall designate a member of the Federation staff to be the Open Cup Commissioner. The Commissioner shall be responsible for the administration of the Open Cup in accordance with this policy and the direction of the Open Cup Committee.

Section 104. Adjudication and Discipline Panel

(a) The Open Cup shall have an Adjudication and Discipline Panel. The Chairman of the Open Cup Committee shall appoint the members of the Panel, to be composed of one representative from the Adult Council and one representative from each outdoor league in the Professional Council and an athlete not otherwise competing in that year's Open Cup. The Chairman of the Open Cup Committee shall be the Chairman of the Panel but shall not vote when serving as Chairman of the Panel.

(b) The Panel shall have responsibilities as provided by this policy.

Section 105. Awards, trophies, and prizes

The Open Cup Committee shall determine the awards, trophies, prizes and cost reimbursements to be granted each year, pursuant to the budget approved by the Board of Directors.

Section 106. Open Cup account

The Federation shall maintain an Open Cup account. All receipts and expenses related to the Open Cup shall be credited and debited against that account. Any surplus and deficits shall be carried forward from year to year.

Section 107. Matters not provided for and emergencies

The Open Cup Committee may determine any matters not provided for in this policy. The Committee may also act to change matters included within this policy when emergency circumstances require and report the changes to the National Board of Directors of the Federation. An action of the Committee under this section is final.

PART II – COMPETITION PROCEDURE

Section 201. Categories of competition

(a) The Open Cup shall have the following categories of competition: (1) Adult Council category; (2) Division III Outdoor Professional League Team category; (3) Division II Outdoor Professional League Team category; and (4) Division I Outdoor Professional League Team category. All professional outdoor teams registered and competing in a professional league shall be required to enter the Open Cup competition annually. A youth amateur team applying to compete shall compete through the Adult Council category.

(b) The Open Cup Committee shall determine procedures for competition within each category of competition and among the categories, the order of competition among the categories, the number of winning teams within each category that are to advance to the next round of competition, dates of Cup matches, and other matters, to provide for the fair and orderly determination of an Open Cup champion each year. The Committee may authorize the organization or organizations within a category of competition to establish procedures for determining the winners within that category of competition. If the Committee so authorizes, the organization or organizations must submit its procedures to

the Committee by a deadline established by the Committee for prior approval by the Committee.

Section 202. Team eligibility

To enter the Open Cup, a team must be an outdoor soccer team of a club or league of an Organization Member of the Federation. The team must be playing in a regular club or league competition of at least 4 teams and the competition must consist of at least 10 matches each Fiscal year.

Section 203. Player eligibility

(a) Teams entering the Open Cup shall use their official league roster as their Open Cup roster. Except as specified in this Policy or except as the result of discipline matters imposed by U.S. Soccer, all players on an official roster will be eligible for Open Cup competition, regardless of any status (e.g., injured reserve) each player may have with regard to league competition. Players on loan from another team or league may not be included on an Open Cup roster, with the exception of the following: 1) Loaned players originating from teams competing in leagues that are not active participants in the Open Cup Tournament or qualifying process (professional indoor leagues, foreign clubs, etc.); or 2) players on loan from other US clubs for a period of greater than 90 days. A team may list up to 18 players on its game day roster. Professional teams may have no more than 5 foreign players listed. Amateur teams are not restricted as to the number of foreign players they may list. Foreign players shall be those players who are not protected individuals as defined in 8 U.S.C. § 1324b. (e.g., U.S. Citizens, lawful permanent residents, asylees and refugees)

(b) Two weeks prior to the first Open Cup Round in which a team participates, that team shall submit to the Open Cup Commissioner its Open Cup roster, together with additional player information that has been requested by the Commissioner. A team's Open Cup roster shall not be frozen at any time during the competition. For Open Cup matches, a team may add players to or drop them from its league roster under the league rules currently in place. Any changes to a team's roster must be communicated to the Open Cup Commissioner and all clearances obtained, including approval from U.S. Soccer's player registration department, no later than 24 hours prior to any Open Cup match.

(c) Except as otherwise provided in subsection (d) of this section, any player who plays in any part of an Open Cup match for a team, may not be included in the Open Cup roster or play for any other team in the Open Cup competition for that year.

(d) A player of a team competing in the Open Cup Adult Council category that participated in any part of an Open Cup match for that team who is properly registered on, or transferred to, a team in the Open Cup Professional Division category, is eligible to be included on the Open Cup roster of that Professional Division team and play for that Professional Division team. In doing so, the amateur player that participates with a Professional Division team loses Open Cup eligibility with that Adult Council team for the remainder of that year's competition.

(e) If any team plays an ineligible player in an Open Cup match, that team is subject to fines or other penalties, including game forfeiture, as determined by the Adjudication and Discipline Panel.

Section 204. Entering the Cup

(a) To compete in the Open Cup, a team must apply each year, on a form provided by the Federation, and pay an entry fee with the application for each year the team enters the competition. The entry fee shall be paid by cashier's check or money order made payable to "USSF". The application and entry fee must be submitted to the Federation by the deadline established by the Open Cup Committee. The Committee may establish different entry deadlines for different categories of competition.

(b) The annual Open Cup application fee shall be as follows:

(1) Each Adult Council team	$200
(2) Each Division III Outdoor Professional League team	$350
(3) Each Division II Outdoor Professional League team	$550
(4) Each Division I Outdoor Professional League team	$650

PART III — PLAYING RULES

Section 301. FIFA Laws of the Game

FIFA Laws of the Game apply to Open Cup competition matches. If changes to the Laws are adopted in a year to be effective after matches are first played between the Adult Council and Division III Outdoor Professional League teams, those changes will apply to the Open Cup competition for that year beginning on the day after FIFA gives permission to apply those changes to the competition or beginning with the matches between the Adult Council and Division III Outdoor Professional League teams, whichever is later.

Section 302. Player uniforms

(a) When the uniforms of 2 competing teams are similar, as determined by the referee, the visiting team shall change its uniform.

(b) A clear visible number, at least 8 inches high, must be worn on the back of each player's jersey. Each player on a team must wear a number different from the numbers of the other players on the same team.

Section 303. Match play

(a) Each team will be allowed to select not more than 18 players from its official league roster who shall be designated for its match day roster. No later than 60 minutes prior to the start of the match, each team will provide to the referee and the other team a match day roster designating not more than 11 starting players and the other players (not more than 7) as the pool of players from which substitutions may be made. A team may use not more than 4 substitutes from its match day roster. Once a player leaves the match and is replaced by a substitute, the player leaving may not re-enter the match. A player originally selected for the match day roster of up to 18 who is deemed not able to play may be replaced prior to kickoff by another player on the team's official league roster with the consent of the referee and will not be eligible to compete in the match in which he was replaced. The replacement of such a player (if originally listed as a starting player) shall not reduce the number of substitutions available to his team. The referee

shall communicate any such change to the opposing team.

(b) Each match shall be comprised of two 45-minute halves, with a halftime interval not to exceed 15 minutes. If the match is tied at the end of the second half, there will be a five-minute break followed by two 15-minute overtime periods, with a one-minute interval between periods for teams to change ends of the field. If the match is still tied at the end of the two overtime periods, the winner will be decided by kicks from the penalty mark as described in the FIFA Laws of the Game. If, in the opinion of the Match Commissioner, there may not be sufficient light to safely complete both overtime periods and kicks from the penalty mark, the Match Commissioner (in consultation with the referee) may shorten the overtime periods by equal amounts, shorten the break between regulation and overtime periods, and/or cancel the overtime periods entirely. Such a decision must be made and communicated to the teams no later than the start of the first overtime period.

(c) The referee will keep the official time of the match. However, the scoreboard shall count up from 00:00 to 45:00, if possible.

(d) The team or the Federation hosting the match shall provide the ball for the match. In the event that the game is to be televised, the Federation may elect to provide the ball.

(e) Each team shall have no more than 7 players and 7 coaches or team officials in its Technical Area. The name of each coach and team official shall be included on the roster sheet provided to the referee before the match.

Section 304. Match officials

The Federation will assign all match officials, and determine the amounts of compensation for them, for all Open Cup matches except Adult Council matches held before Adult Council regional Open Cup competition.

Section 305. Player and team official match discipline

(a) In addition to red and yellow cards the referee may issue to players and substitutes at a match, the referee may also warn coaches and other team officials for inappropriate behavior and may dismiss them from the area of the field. Each caution or send-off of a player or substitute and each warning or dismissal of a coach or other team official~~s~~ shall be included in the referee's game report. For purposes of this policy, a warning to a coach or team official shall be equivalent to a caution and a dismissal equivalent to a send-off.

(b) If any individual referred to in subsection (a) is issued--

(1) a red card, including a red card as the result of being issued 2 yellow cards in the same match, the individual shall be suspended for at least one Open Cup competition match; and

(2) each multiple of 3 yellow cards in Open Cup competition in one year (excluding 2 yellow cards received in the same match resulting in a red card), the individual shall be suspended for at least one Open Cup match.

(c) A suspension shall be served by the individual at the next Cup match or matches of the team of that individual. If the individual has no remaining Cup matches during the

year, the suspension shall be served at the following year's Open Cup competition's matches first played.

(d) The Open Cup Commissioner shall review the circumstances concerning all red and yellow cards issued. If the Commissioner believes that the actions of the individual receiving the card or cards should be further reviewed to determine if a greater penalty than the minimum penalty should be imposed, the Commissioner will refer the matter to the Adjudication and Discipline Panel for further consideration. The Panel shall review a card matter referred to it and may impose a longer suspension period or impose a fine, or both.

Section 306. Protests and General Discipline

(a) A protest related to an Open Cup match must be filed in writing with the Open Cup Commissioner not later than 5:00 p.m., CT, the day after the match (faxed to 312-808-9535). A cashier's check or money order for $500 made payable to "USSF" must be received by the second business day after the match. The Commissioner shall immediately refer the protest to the Adjudication and Discipline Panel for decision.

(b) Anyone may file a complaint with the Panel about an action or inaction of an Open Cup team, individual, or group or organization participating in the Open Cup competition. The Panel shall determine if the conduct complained of is or would be contrary to the good of the game. The Panel shall take action it considers appropriate in regard to anyone involved in the complaint as provided by subsection (c) of this section.

(c) Except for overturning match results, the Panel may take any action it considers appropriate, including suspension or fine, or both, for any matter considered by it under this policy. The Panel may only consider mandating a replay of a game or advancing a team that lost if a protest has been filed. The Panel may also consider dismissing a team advancing to the next round of competition and awarding a victory via forfeit to the dismissed team's scheduled opponent if either a protest or a complaint has been filed. The Panel may exercise discretion in cases where a team submits a protest to the Commissioner after the deadline has expired in the event that circumstances regarding the availability of information after the deadline warrant this discretion.

(d) A decision of the Panel under this policy is final and binding unless appealed to the Open Cup Committee. An appeal of a decision of the Panel must be filed in writing with the Open Cup Commissioner not later than 5:00 p.m., CT, of the day after receiving the decision of the Panel, accompanied by a check or money order of $500 made payable to "USSF". The record on appeal is limited to the record before the Panel. A decision of the Committee about the appeal is final and binding.

(e) A party subject to a decision of the Panel or the Committee under this policy may not resort to the courts or other means for relief or restitution from the Federation. As a condition to entering or otherwise participating in the Open Cup, teams, players, and other individuals agree not to seek resort to the courts or other means for relief or restitution from the Federation.

(f) Where the matches are played solely under the auspices of, and delegated to the Adult Council and/or an Outdoor Professional League team, such as in any qualifying matches prior to Round 1 of the Open Cup, the protest or grievance shall be referred to the appropriate Council or Member's Competition Authority and shall be determined according to the Competition Authority's, Bylaws, Rules, Policies and Procedures then in effect.

Section 307. Forfeiture or failure to appear

If a team forfeits or fails to appear timely for a match, the team forfeits the match and must pay a fine that is at least equal to 3 times the entry fee of that team. The Adjudication and Discipline Panel shall determine the amount of the fine.

Section 308. Cancelled and Terminated Matches

(a) Only the Match Commissioner may declare a match cancellation. The Match Commissioner must consult with the teams' General Managers, the referees and a U.S. Soccer representative before any game may be cancelled.

(b) Every attempt shall be made to play the match irrespective of how long the delay. Postponements shall be considered only in extreme situations, such as those that are beyond the control of the participating teams or could endanger the safety of the participants and spectators.

(c) If a match is cancelled because of weather or other act of God, the match must be rescheduled by the next business day for a date within 7 days of the originally scheduled match date. If the teams involved cannot reach agreement, the Commissioner will set the date.

(d) If a match is terminated after the end of the first half of a match, but before the end of the second half with one of the teams winning, and the termination is not due to the conduct of one of the teams, the match is considered complete, and the team winning at the time of the termination shall be the winner.

(e) If a match is terminated prior to the end of the first half or is otherwise tied at the time of termination, and the termination is not due to the conduct of one of the teams, the match shall be replayed in its entirety. A rescheduled date shall be determined within 7 days of the originally scheduled match date.

(f) If a match is abandoned because of the conduct of a team in the match, the other team shall automatically be awarded a win and the team engaging in the misconduct shall be awarded a loss. If a game must be abandoned due to the misconduct of both teams, the referee will file a complete report and the status of the game will be decided by the Open Cup Commissioner. The Commissioner will immediately refer the matter to the Adjudication and Discipline Panel for a recommendation before issuing a decision.

U.S. Open Cup Stadium Requirements

- **All Open Cup Matches from Round 1 to the Final must guarantee:**
- A playing surface of at least 68 yds by 110 yds Smooth, flat, and level playing surface with natural grass
- Clear and distinct field markings according to FIFA specifications
- Goal nets and corner flags
- Adequate lighting for night play
- Electronic scoreboard in working order that counts up to 45 minutes when possible
- Clear and audible public address system
- Team benches to accommodate 14 personnel per team
- Fourth official's table
- An enclosed stadium for controlled ticket access; adequate tickets sales staff, ushers, security
- Minimum seating capacity that is appropriate for the scheduled match/round
- Press box areas w/ phone and fax capabilities to accommodate at least 20 media members
- Dressing rooms with working showers (either connected to stadium or in an adjacent structure) for teams, with an additional separate dressing area for the match officials
- EMS vehicle on site, or emergency response procedures written and distributed
- Flag of the United States displayed and United States National Anthem played
- Sufficient floodlights for TV broadcasts
- Suitable area to park TV production truck
- The U.S. Open Cup Commissioner shall have the authority to waive or modify the stadium requirements for good cause, or may place additional conditions or requirements for hosting an Open Cup game

Policy 107-1—Use of Federation Logo by Members

The United States Soccer Federation, Inc. has determined in order to standardize the presentation of its marks, as well as the marks of its various organization members, all use of the name or initials of the Federation or any use of its logos must be by written consent of the Federation as required in Bylaw 107.

STATE ASSOCIATION MEMBERS

Every State Association member shall display the U.S. Soccer Logo (shooting ball logo) preceded by the phrase "a Member of the United States Soccer Federation, Inc." on all of the following items produced by the State Association:

-Letterhead
-Registration Forms (and/or information)
-Player Passes
-Publications/Membership Communications
-Web Site Home Pages
-Media Guides/Non-commercial Press Releases
-All other "official publications" related to sanctioned programs

ALL OTHER ORGANIZATION MEMBERS

Every other category of membership within the Federation may display the U.S. Soccer Logo (shooting ball logo) preceded by the phrase "Member of the United States Soccer Federation, Inc." on all of the following items produced by the State Association:

-Letterhead
-Publications/Membership Communications
-Web Site Home Pages
-Media Guides/Non-commercial Press Releases
-All other "official publications" related to sanctioned programs

PLACEMENT OF U.S. SOCCER LOGO

The primary location for display of the U.S. Soccer Logo and its preceding accompanying phrase on an 8 1/2 x 11 sheet of paper shall be on the bottom of the page centered on line 9.89. In the case of a problem caused by issues of space at the bottom of the Members' letterhead then the U.S. Soccer Logo may be displayed at the lower right corner of the page or the upper right corner of the page.

The use of the U.S. Soccer Logo and its preceding accompanying phrase may not be directly adjacent, connected to, or closely associated with any commercial marks, logo, or entity name without the express written permission of the Federation as required by Bylaw 107.

Policy 202(1)(H)-1—Professional Leagues

Section 1. Structure

(a) There shall be the following competitive divisions for men's outdoor professional soccer (as soccer is described in the FIFA Laws of the Game):

(1) Division I;

(2) Division II; and

(3) Division III.

(b) There shall be the following competitive divisions for women's outdoor professional soccer (as soccer is described in the FIFA Laws of the Game):

(1) Division 1;

(2) Division 2; and

(3) Division 3.

(c) There shall be the following competitive divisions for indoor professional soccer:

(1) Division A;

(2) Division B; and

(3) Division C.

(d) The competitive divisions referred to in subsections (a)-(c) of this section shall consist of professional leagues. Each professional league shall be:

(1) certified by the Board of Directors (BOD) based on standards established under these policies;

(2) subject to the authority of the Federation;

(3) comprised of at least 8 professional teams certified by the Board of Directors; and

(4) subject to all rules and regulations of the Federation, autonomous in its operations.

(e) The professional leagues in the competitive divisions referred to in subsections (a)-(c) of this section shall consist of professional teams.

Each professional team shall be:

(1) certified by the Board of Directors based on standards established under section 2 of this policy;
(2) in a professional league in a competitive division;
(3) subject to the authority of the professional league of which it is a member;
(4) subject to the ultimate authority of the Federation; and
(5) comprised of at least 12 registered professional players.

Section 2. General Provisions

(a) All players on professional teams in the Professional Leagues shall be registered with the appropriate Federation in accordance with FIFA and Federation requirements.
(b) There shall be consultation with the Federation in the scheduling of international and other representative matches involving professional players.
(c) All referees officiating in games of professional teams in Professional Leagues shall be registered with the Federation through a State Association in accordance with Federation rules, regulations, and policies.
(d) Each player contract with a United States Citizen with a professional team in the Professional Leagues shall include the following language: "Any United States citizen registered with the Federation shall be made available on request of the Federation for international games, FIFA and The Football Confederation tournaments, and Olympic Games competition, including preparation, qualification and final tournament matches." The Federation will cooperate with each professional league and professional team in establishing procedures for the use of players for such Federation purposes and, to the extent possible, in avoiding scheduling conflicts.
(e) No professional league may admit teams into the league in violation of these policies.

Section 3. Rules and Discipline

(a) Every professional league must have its own Rules and Discipline Committee (RAD).
(b) Each professional league must have a written plan for determining the imposition of rules and discipline internally to the league, regarding players, owners and all similar or other events related to league operations that are subject to the jurisdiction of the Federation. Well developed due process, documentation, and procedural mechanisms must be included in these plans.
(c) Each league must have rules to cover disputes or complaints and events that occur internally and externally to the league in five categories:

(1) a complaint about events that occur on the field of play during a game, pre-game or post game, affecting some component or outcome of the game. These complaints have a direct bearing on the game, future games and/or a game's outcome:

(A) players, field and or bench including coaching and/or statistical or other persons supportive of the game itself.

(B) management, coaches, trainers and related personnel.
(C) fans, spectators or camera-media persons.

(2) a complaint between team management and another team's management and/or players that is not about events upon the field or surrounding a game. These complaints are purely business and have no direct impact on a games outcome.

(A) a complaint about the league, league office, staff member and/or league official.
(B) a complaint about a referee, assistant referee, or related official.
(C) a complaint about a professional player of the league the events of the complaint originating externally to the professional league (recreational, amateur or other non league events) that will be evaluated by the professional league's rules and discipline process for the possible imposition of sanctions against the player within the professional league.

(d) Each of the complaint processes must include structured and timely due process practices and documentable processes that create a professional and complete record of the handling of the complaint from filing to resolution. The Federation Appeals committee will be capable of being the final appealable step in each of these professional league practices.

(e) All professional leagues must have a complete RAD process in place. One complete copy of each league's rules must be provided to the Federation Office.

(f) (1) All externally generated complaints, rules and discipline originating from any other member of the Federation family shall be determined under Part VII of the Bylaws.

(2) All actions of any kind being undertaken by any Federation Organization Member regarding any person involving and/or against any professionally registered player, coach or league official of any description originating externally to the professional league must be immediately reported by the individual under external review (player, coach, etc.) to the league designated official in the RAD process. Each league may designate the form of this notification but it must be in writing and a copy is to be sent to the USSF National Appeals Committee in Chicago.

(3) This notice to the league RAD official must take place within 72 hours (exclusive of Saturday and Sunday) of when notice was provided to the affected individual of the impending action against that individual by the Federation Organization Member of FIFA entity. Should this notice not be timely and honestly provided to the league and Federation the penalties imposed by the affiliated entity (if any) will without exception be mirrored by penalties imposed by the league itself against the player. By example, if the notice is not provided the league and Federation, then a penalty of three (3) months suspension would be imposed in every Federation related or affiliated entity without exception if that were the penalty meted out in the other entities hearing.

(4) (A) Should the player or other person being evaluated for a potential rules violation externally to the professional ranks provide notice to his or league, as indicated in these rules, then and only then will the professional league have the ability to hold off discipline internally to that league's games and events until the process involving the player is completed externally. The league official must monitor the external process and must be provided a copy of all documents and other data regardless of form (tapes, videos, print, etc.) utilized or available for utilization in the hearing and appeals processes which occur against the professionally registered or designated individual.

(B) Provision of these documents is to be ongoing and cooperative as the process of the hearings and potential appeals occur.

(C) The professional league does not need to wait until the external process is concluded against the individual and is encouraged to make a case by case decision whether to wait or not and to balance the best of interests of the professional game, availability of facts and testimony and other professional requirements in deciding when to move to a decision within the professional league that impacts the individual. These decisions must look to a balancing of the good of the game and our social soccer culture at all levels.

(5) Should the individual player not provide timely notice of the impending external inquiry to the professional league, the penalties imposed external to the professional league will be identical at every level of the game.

(6) The professional league will be capable of imposing any penalty deemed reasonable within the professional league (upon proper notification processes by the player as detailed above) for the events that occur external to the league so long as these penalties, imposed or avoided, do not violate other rules and requirements of the Federation and/or FIFA regarding such matters.

(7) The penalties (if any) imposed by the non-professional Federation organization will be applied universally within the Federation family with the possible exclusive exception of the professional league, penalties, or avoidances, noted under the circumstances and requirements as detailed above.

(8) Every professional league decision on such matters must be reduced to writing and provided upon a timely basis to the Federation National Appeals Committee. The report should provide a case history and detailed writing of the process undertaken, facts considered and the decisions underlying significance to the professional league especially when a decision is made that reduces the imposed penalties within the professional league below that of the external entities decision.

Policy 202(1)(H)-2—Professional Leagues Policy Against Referee Assault

Section 1. Misconduct against referees may occur before, during and after a match, including travel to and from a match.

Section 2. All Professional League Members shall adopt and enforce policies prohibiting misconduct against referees that meet the following minimum criteria:

(a) Referee Assault.

(1) Any player, coach, manager, club official, or league official who commits an intentional act of physical violence at or upon a referee ("Referee Assault") shall be suspended without pay for a period of at least six consecutive matches (the "Assault Suspension"). The Assault Suspension shall commence with the first match after which the individual has been found to have committed this act.
(2) For purposes of this subparagraph 2(a), "Referee Assault" shall include, but is not limited to: striking, kicking, choking, grabbing or bodily running into a referee; spitting on a referee with ostensible intent to do so; kicking or throwing an object at an official that could inflict injury; or damaging the referee's uniform or personal property (e.g., car, uniform, or equipment).
(3) The Professional League Member may not provide for a penalty shorter than the Assault Suspension but may provide for a longer suspension and/or a fine.

(b) Referee Abuse.

(1) Any player, coach, manager, club official, or league official who threatens through a physical act or verbal statement, either explicitly or implicitly, a referee ("Referee Abuse") shall be suspended for a period of at least three consecutive matches (the "Abuse Suspension"). The Abuse Suspension shall commence with the first match after which the individual has been found to have committed this act.
(2) For purposes of this subparagraph 2(b), "Referee Abuse" shall include, but is not limited to: verbal and nonverbal communication which contains foul or abusive language and which implies or directly threatens physical harm; spewing a beverage on or spitting at a referee or the referee's personal property.
(3) The Professional League Member may not provide for a penalty shorter than the Abuse Suspension but may provide for a longer suspension and/or a fine.

(c) Referee. For purposes of this section 2, a "referee" shall include the referee, assistant referees, and fourth official.

(d) Match. For purposes of the Assault Suspension and the Abuse Suspension, a "match" shall mean any official match of that individual's team in the Professional League Member for which there is paid attendance, i.e., regular season, playoff, officially sanctioned cups and tournaments, and international games played in the United States.

Section 3. This policy shall apply only to players, coaches, managers, club officials, or league officials while participating in Professional League Member activities. The Assault Suspension and Abuse Suspension (the "Suspension") shall preclude the suspended individual from participating in any soccer competition until the suspension has expired.

Policy 202-3—Professional League All Star Games

Professional League members of the Federation shall not have more than one "all-star game" per year. For purposes of this Policy, an "all-star game" shall mean any game in which a team's roster is comprised of players from more than one league team and includes more than 5 players from the Federation's National Team player pools.

Policy 212—Reporting Risk Management Disqualifications

Every Organization Member which has a risk management program shall submit to the Federation the following information within ten business days of any action, and again in a report submitted at least once per year: (1) the names and dates of birth of any individuals disqualified from participation or thereafter reinstated under the Organization Member's risk management program and (2) the reasons such individuals were disqualified or reinstated.

Policy 212-1—Participation in Affiliated Organizations

Preamble: The purpose of this policy is to clarify terms under which participants may participate in the various programs offered by Organization Members. This policy should be read in conjunction with Bylaws 212 and 603.

Section 1. For purposes of this policy, the following shall apply:

(a) "Affiliated Organization" means any Organization that is a member or identifiable subset of any USSF Organization Member.

(b) "Organization" means a club, league, team, association, or other group of Participants.

(c) "Organization Member" shall have the meaning set forth in USSF Bylaw 109.

(d) "Participant" means any player, coach, trainer, manager, administrator, or official that is sponsored, financed, coached, organized, or administered by an Organization.

(e) Any reference in this policy to registering with, becoming a member of, or complying with the requirements of an Organization Member may include registering with, becoming a member of, or complying with the requirements of a member of that Organization Member.

Section 2. Every Participant in every Affiliated Organization must be registered with at least one Organization Member. A Participant may be registered with more than one Organization Member.

Section 3. If an Organization that is not an Affiliated Organization wishes to become a member of an Organization Member, that Organization Member must require that the Organization comply with section 2 of this policy, either by registering every Participant in that Organization with that Organization Member or by providing reasonable proof (including, for

instance, a verification letter from another Organization Member of the number of players registered from that Organization) upon request that every Participant that it does not register with that Organization Member is registered with another Organization Member.

Example: A club with 5,500 players wishes to join an Organization Member (OM-USA). The club is not currently affiliated with any Organization Member. If the club wants to register only a portion (for instance, 1,000) of its players with OM-USA, OM-USA must reject the request unless the club either agrees to register the other 4,500 players with OM-USA as well, or agrees to register these 4,500 players with another Organization Member.

If, however, the club is affiliated with another Organization Member already, and wishes to register only 1,000 players with OM-USA, the club must provide reasonable proof if requested to OM-USA of registration of the other players with the other Organization Member, and then OM-USA must allow the club to register only those 1,000 players (subject to section 4 of this policy).

Section 4. An Organization Member must allow Participants from any Affiliated Organization to participate in its programs if those Participants register and comply with all of the reasonable policies, rules, regulations, and requirements of the Organization Member.

(a) Each Participant (and only those Participants) that actually participates in the programs of the Organization Member must register with the Organization Member and pay any applicable registration fees.

(b) An Organization Member must allow a group of Participants from any Affiliated Organization to participate in its programs if that group of Participants complies with all reasonable policies, rules, regulations, and requirements of the Organization Member. For purposes of this section, "reasonable policies, rules, regulations, and requirements" may include but are not limited to the following:

(i) A requirement that the group of Participants be of a minimum size (such as having a minimum number of players, teams, or age groups);

(ii) A requirement that the group of Participants includes a minimum percentage or number of recreational players, unless the group of Participants are already registered with another Organization Member and are directly affiliated with a group of recreational players who could satisfy this minimum requirement;

(iii) A requirement that the group of Participants follows all team formation rules;

(iv) A requirement that the group of Participants follows all competition rules (such as numbers of players per team, game rules, and team selection rules);

(v) A requirement that the group of Participants follows all licensing and certification rules (such as rules relating to referee certifications and coaching licenses);

(vi) A requirement that the group of Participants observes rationally supportable geographic rules of the Organization Member;

(vii) A requirement that the group of Participants be subject to all disciplinary rules of the Organization Member;

(viii) A requirement that the group of Participants identifies a board or governing body that will handle administrative issues and be responsible for compliance with applicable Organization Member rules (but the Organization Member may not mandate that the group of Participants form a new corporation or entity, or identify a different board or governing body than the one already running the Affiliated Organization); and

(ix) A requirement that the group of Participants meets standards of financial accountability and transparency as well as any insurance and risk management standards.

(c) For purposes of this Section 4, an Organization Member must apply its requirements consistently.

Policy 214-1—Membership Dues Deadlines

All Members shall pay annual membership dues to the Federation. Starting with fiscal year 2004, membership dues for Organization Members shall be due as follows:

Associate:	On or before June 1 of each Federation Fiscal Year.
State Association:	On or before June 1 of each Federation Fiscal Year; fees based upon the registration of individuals and/or teams shall be paid in on a monthly basis as those individuals and/or teams are registered.
Indoor Professional League:	30 days prior to the start of a new season during the Federation Fiscal Year.
National Affiliate:	On or before June 1 of each Federation Fiscal Year; fees based upon the registration of individuals and/or teams shall be paid in on a monthly basis as those individuals and/or teams are registered.
National Association:	On or before June 1 of each Federation Fiscal Year; fees based upon the registration of individuals and/or teams shall be paid in on a monthly basis as those individuals and/or teams are registered.
National Member:	On or before June 1 of each Federation Fiscal Year; fees based upon the registration of individuals and/or teams shall be paid in on a monthly basis as those individuals and/or teams are registered.
Other Affiliate:	On or before June 1 of each Federation Fiscal Year; fees based upon the registration of individuals

	and/or teams shall be paid in on a monthly basis as those individuals and/or teams are registered.
Professional Leagues:	30 days prior to start of a new season during the Federation Fiscal Year.

For purposes of calculating an annual census, registrations shall be counted for the twelve-month period ended as of December 31.

Policy 214-2—Membership Fees - (All Figures in United States Dollars ($))

Section 1.	Associate Members	$1,000
Section 2.	Disabled Service Organization	$500 plus
	Player Fee	$1 per player over 500 registered players (maximum fee of $1,000)
Section 3.	Indoor Professional League Members	
	League Fee for up to 10 teams	$40,000
	Team Fee for each team over 10	$2,000
Section 4.	National Affiliate	
	Organizational Fee	$10,000 plus
	Youth Player Fee	$1 per player
	Adult Player Fee	$2 per player
	U-20 League Player Fee	$1 per player
Section 5.	National Association*	
	Organizational Fee	$10,000 plus
	Youth Player Fee	$1 per player
	Adult Player Fee	$2 per player
	U-20 League Player Fee	$1 per player

(*per player fees are paid only for players that have not been registered directly with the Federation by a State Association Member)

Section 6.	National Member	
	Organizational Fee	$10,000 plus
	Youth Player Fee	$1 per player
	Adult Player Fee	$2 per player
	U-20 League Player Fee	$1 per player
Section 7.	Other Affiliate	
	Organizational Fee	$10,000 plus
	Youth Player Fee	$1 per player
	Adult Player Fee	$2 per player

U-20 League Player Fee	$1 per player

Section 8. Professional League Members

(a) Division I League Fees

League Fee for up to 10 teams	$350,000
Team Fee for each team over 10	$30,000
Team Fee for Player Registration	$2,000

(b) Division II Leagues

League Fee	$106,667
Team Fee for Player Registration	$1,333

(c) Division III Leagues

League Fee	$73,150
Team Fee for Player Registration	$1,333

Section 9 State Association registering players through another Organization Member

Organizational Fee	$0
Youth Player Fee	$1
Adult Player Fee	$2

Section 10 State Association not registering players through another Organization Member

Organizational Fee	$10,000
Youth Player Fee	$1
Adult Player Fee	$2

Section 11 Professional Player Fee for Non-Professional League Members

Professional Player Registration Fee	$50 (per year of the contract)

($10 per contract year to be returned to the Organization Member that registers the player with the Federation and $10 per contract year to be returned to State Association in which team is registered; up to a maximum amount of $1,333 per team in a calendar year)

Professional Player Transfer Fee	$20
Professional Player Release Fee	$10
Professional Player Loan Fee	$20
Professional Player Loan Termination Fee	$10
Professional Player Amateur Reinstatement Fee	$50

Policy 231-1—Nomination Procedure for Life Members

Section 1. Nomination Process

Any person eligible to nominate an individual as a Life Member pursuant to Bylaw 231 shall submit such nomination on a form made available by the Federation. This form shall require the following information:

(a) A statement about the positions the nominee has served in the Federation, including officer, Board of Directors, committee, and staff and team positions and the

years that the nominee has served in those positions.

(b) A short description of how the nominee has contributed to the Federation's mission and goals to grow the sport of soccer and enhance the national teams' competitive status in international competitions.

(c) An attachment including three letters of recommendation, each addressing how the nominee has contributed to the Federation's mission and goals.

If a nomination is not complete before the deadline set forth in Bylaw 231, it shall be returned to the person who submitted the nomination for resubmission and shall not otherwise be reviewed or considered.

Section 2. Review and Consideration of Nominations

(a) Upon the close of the annual nomination period, if any nominations have been received, the President shall appoint a Life Member Nominating Committee ("Nominating Committee") comprised of three members: one member of the Board of Directors to serve as chair; one other member of the Board of Directors; and one Life Member.

(b) The Nominating Committee shall review all completed nominations, and may make a recommendation to the Board of Directors as to whether any nominee(s) should be granted Life Member status.

(c) The Board of Directors shall review the Nominating Committee recommendation, and shall decide by majority vote whether to recommend that the nominees selected by the Nominating Committee be elected as a Life Member by the National Council.

(d) The recommendation of the Board, if any, shall be distributed to the National Council at least 30 days prior to the National Council annual general meeting.

Policy 241-1—Recognition of Disciplinary Actions

Section 1.

(a) Section 4 of Bylaw 241 of the United States Soccer Federation provides for the recognition of suspensions and other disciplinary actions imposed on persons by the Federation and Members of the Federation if certain requirements are satisfied. This policy prescribes procedures regarding those requirements for recognition, including notification to Members about those persons.

(b) In this policy—

(1) "Federation" means the United States Soccer Federation.

(2) "disciplinary action" means a suspension or any other disciplinary action.

Section 2. A disciplinary action imposed by the Federation shall be recognized by all Members of the Federation on notification by the Federation as provided by section 4 of this policy.

Section 3.

(a) A disciplinary action imposed by a Member of the Federation shall be recognized

by the Federation and all Members of the Federation on compliance with the following requirements:

(1) The Member must file with the Federation (A) a separate request for each recognition for disciplinary action taken, (B) a written decision imposing the disciplinary action and the specific disciplinary action imposed, and (C) identifying information about the person against whom the disciplinary action was taken (including name, last known address, phone number, and email address if any).

(2) The Member must provide to the Federation written information (that may be included in the decision imposing the disciplinary action) that the person on whom the disciplinary action was imposed received a hearing (or declined a hearing) and procedural rights substantially similar to those requirements in Federation Bylaw 701.

(b) The Federation shall review the materials submitted as provided under subsection (a) of this section to determine if the person against whom the disciplinary action was taken received hearing and procedural rights substantially similar to the requirements of Federation Bylaw 701. If the person against the disciplinary action was imposed had an opportunity for a hearing before the disciplinary action was imposed, could have appealed the disciplinary action imposed under Federation Bylaw 705, and the time for appealing the decision has expired or the decision was appealed and affirmed on appeal, the Federation shall hold that it has determined that the person did receive those hearing and procedural rights.

(c) If the Federation determines under subsection (b) of this section that a person has received hearing and procedural rights, the disciplinary action shall be recognized by the Federation and all Members of the Federation on notification by the Federation as provided by section 4 of this policy.

Section 4. The Federation shall distribute at least once each month to every Member of the Federation a disciplinary action report that is a list of all persons against whom disciplinary actions have been imposed that are recognized. The Federation and each Member of the Federation are required to recognize those disciplinary actions. The list shall include sufficient identifying information about each of the persons on the list.

Policy 411-1—Federation Responsibility

No officer, employee or agent of this Federation shall, nor shall they have the authority to, make or execute any contracts or agreements of any nature if said contract or agreement causes or may cause this Federation to be obligated to expenditures or other obligations the sum of which exceeds Ten Thousand Dollars ($10,000.00) for any fiscal year, or if the obligation has a term or establishes an obligation extending beyond one year, then the sum of which exceeds Twenty Five Thousand Dollars ($25,000.00) over the life of the obligation, unless and until said contract or agreement has been approved by a majority vote of the Board of Directors at a duly called meeting of the Board of Directors. Notwithstanding this policy, the Secretary General shall have the authority to sign agreements for the day to day operations of the Federation such as agreements with stadia, hotels, other FIFA National Associations, vendors and independent contractors, notwithstanding the amount of obligation, provided that such agreements may not exceed three (3) years.

Policy 431-1—Federation Standing Committees

Section 1. Appeals Committee

See Policy 705-1. In addition, where a request has been made to enforce a suspension under USSF Bylaw 241, the Appeals Committee shall determine whether a suspended party received hearing and procedural rights sufficient to enforce that party's suspension under USSF Bylaw 241, Section 4.

Section 2. Budget and Audit Committee

The Budget and Audit Committee is responsible for -

(1) reviewing the Federation's annual budget as prepared by the Secretary General to ensure that the revenue and expense assumptions included in the budget are fair and consistent with the Federation's business plan.
(2) presenting the Federation's annual budget to the Board of Directors and National Council for approval.
(3) reviewing amendments to the Federation's annual budget.

(4) ensuring the adequacy of the Federation's internal financial controls and ensuring that the Federation's accounting and reporting practices meet all applicable requirements.

NOTE: For Budget Amendments generally See Policy 511-1

Section 3. Credentials Committee

The Credentials Committee shall be responsible for -

(1) establishing a uniform procedure for submitting and certifying votes.
(2) reporting on the eligibility of representatives to the National Council with its recommendations.
(3) ensuring that the Council Meeting seating arrangements for delegates and voting procedures are prepared in advance.
(4) recording and checking the authenticity of votes cast at the National Council Meetings.

Section 4. Physical Fitness, Sports Medicine, and Research Committee.

Section 5. Referee Committee

The Referee Committee shall be responsible for -

(1) advising the Board on bylaws and policies concerning the National Referee

Development Program.
(2) proposing and reviewing changes to the structure of the National Referee Development Program.
(3) reviewing the qualification requirements for each referee grade.
(4) reviewing the training curriculum.
(5) advising the Board with respect to the removal of state referee administrators.
(6) recommending to the Board a list of referees and assistant referees to the international list as required by FIFA.

Section 6. Rules Committee

The Rules Committee shall be responsible for -

(1) reviewing all proposals involving any amendments to the Bylaws and Policies and give due and careful consideration to same before submitting said proposals to the National Council with their recommendations.
(2) examining all applications for membership in the Federation and making recommendations to the Board of Directors and National Council and also ensuring that all rules and bylaws of submitting organizations abide by the Bylaws and Policies of the Federation and conform to the spirit and intent of Chapter 2205 of Title 36 of the United States Code and Bylaws 213 and 802.

(3) reviewing proposed policies and procedures, and amendments to those policies and procedures, before adoption by the Board of Directors, the Executive Committee, or the National Council, as the case may be, to determine their consistency with the Bylaws of the Federation and to make a report on its review with comments and recommendations it considers appropriate.
(4) providing advisory opinions, interpreting the Bylaws of the Federation on request of the National Council or the Board of Directors or on receiving a written request from a member of the Federation, a member of the Board of Directors, the Secretary General, or a committee of the Federation requesting an interpretation.

Section 7. Disability Soccer Committee

The soccer for the challenged player committee shall be responsible for developing ways to promote, develop and facilitate opportunities in all aspects of the game for players with physical, sensory and cognitive impairments.

Section 8. Technical Committee

The Technical Committee shall be responsible for -

(1) developing, recommending and supporting initiatives in four (4) key areas:

(a) Player Identification: the evaluation of players to determine the most appropriate level of competition. Suggest modifications or alternative models to enhance the selection process.

(b) Player Development: the evaluation of training programs and playing opportunities from the grassroots to the National Teams program.
(c) Coaching Education: demonstrate leadership in providing coaches with the necessary educational tools to achieve excellence within their chosen level.
(d) National Training Center: develop operating guidelines for the National Training Center to enhance the growth and success of the National Teams, Coaching Education and Referee programs.

(2) working with all member organizations to ensure that a broad range of resources is used to elevate all technical aspects of the sport.

Section 9. General Committee Obligations.

Upon appointment each year, each standing committee shall establish its goals for the year including measurable objectives and a timeline for accomplishing those goals. Each committee shall submit its written goals to the Board for the Board's first regular meeting after the committee has been appointed. Each committee shall then submit a written status report to the Board for each Board meeting thereafter. In addition, 45 days prior to the Annual General Meeting, each committee shall submit to the Secretary General a written annual report detailing the committee's actions in satisfaction of its goals and objectives for the year.

Policy 502-1—Authority of Secretary General to Fine

The Board of Directors delegates its authority to the Secretary General to fine up to $10,000 under section 2 of Bylaw 241. A party fined by the Secretary General may appeal to the three national officers of the Federation any such fine. If not satisfied with the decision of the officers, the party may further appeal to the Board of Directors.

Policy 511-1—Federation Budget Amendments

Section 1. General

Conditions change that make assumptions used in the development of any budget invalid. A budget that is not changeable becomes a meaningless tool. Any of the following conditions could develop during a budget period:

(1) A projected shortfall of budgeted funds.
(2) A projected unused funding due to cancellation of programs or operation efficiencies.
(3) Continued existence of identified but non-funded programs that are highly desirable and necessary.
(4) Identification of new program requirements.
(5) Unanticipated funding becomes reality (in hand).

There is, therefore, a requirement for methodology to effectively and consistently deal with all budget program changes.
The following procedure has been designed to provide the necessary program control.

Section 2. Budget Amendment Procedure

(A) Identification of Condition

(1) Documented description of all relevant information
(2) Requirement justification through the use of the Zero-Base Budget methodology

(B) Submission of Request Package

(1) To the Budget Director for coordination and technical review
(2) To the Budget Committee for review and evaluation

(C) Approval or Rejection Criteria

(1) Based on the availability of funds

(D) Recommendation for Action

(1) By the Budget Committee through the Budget Director

(2) To the Executive Committee in the absence of the National Board of Directors
(3) To the National Board of Directors for approval or confirmation of Executive Committee action

Policy 521-1—International Games

Section 1. The Secretary General promptly shall review requests by an Organization Member, a Club, or FIFA Match Agent (a) to hold international soccer competitions in the United States or (b) to sponsor United States athletes to participate in international soccer competitions outside the United States. The Secretary General shall ensure compliance with the Federation's obligations as a national governing body under the Amateur Sports Act and as a national association member of FIFA. Pursuant to FIFA requirements, any person wishing to arrange international soccer competitions must be a licensed FIFA Match Agent. The Secretary General shall grant such sanction unless it is decided by clear and convincing evidence that holding or sponsoring the international soccer competition would be detrimental to the best interest of the sport.

Section 2. The Secretary General shall establish procedures for sanctioning an organization (other than the Federation) or person to hold an international soccer competition in the United States or to sponsor United States athletes to compete in international soccer competition outside the United States, which shall include:

(A) a reasonable and non-discriminatory sanctioning fee;

(B) standards for promoters of international soccer competitions that include, at a

minimum, the following requirements:

(i) audited or notarized financial reports for similar events in the United States, if any, conducted by the organization or person;
(ii) documentation and reports of the most recent trips to a foreign country, if any, that the organization or person sponsored for the purpose of having United States athletes compete in international soccer competitions; and,
(iii) documentation from the appropriate entity that will hold the international soccer competition outside the United States certifying that all the Federation's requirements with respect to such competitions will be met;

(C) appropriate measures to protect the playing status of athletes who will take part in the competition and to protect their eligibility to compete in athletic competitions;

(D) appropriate provisions for validation of any records established during the competition;

(E) appropriate measures to ensure that there is due regard for any international requirements specifically applicable to the competition;

(F) appropriate measures to ensure that the competition is conducted by qualified game officials;
(G) appropriate measures to ensure that there is proper medical supervision for the athletes who will participate in the competition;

(H) appropriate measures to ensure that there is proper safety precautions to protect the personal welfare of the athletes and spectators at the competition; and,

(I) all other measures deemed necessary for the Federation to fulfill its obligations as a national governing body and as a national association member of FIFA.

Section 3. For international soccer competitions played in the United States involving at least one national team or promoted by the Federation, the Federation shall not pay any fees to the local State Association members.

Section 4. For international soccer competitions not included in Section 3 above, the State Adult and Youth Associations in the territory where the match is played shall receive a percentage of the net sanctioning fee received by the Federation equal to 2.5% of gross ticket sales to be divided equally between the Adult and Youth State Associations as compensation for assisting the Federation in enforcing its sanctioning requirements.

Section 5. Participation in Competitions in Other Territories

The Federation is only authorized to organize and coordinate competitions held within the United States. No Organization Member, league, club, or team may participate in a competition outside of the United States without the authorization and approval of the Federation and FIFA and/or CONCACAF.

Policy 531-1—Referee Administration

Section 1. The State Referee Administrator (SRA) shall be jointly appointed by the Adult and Youth State Associations within the State. (A mutually acceptable nominee will be selected by the Referee Committee and the Board of Directors when the State Associations cannot agree.) The SRA shall be appointed for a specified two (2) year term and may be reappointed. (An interim SRA may be appointed, as provided in this section, to fill a vacancy during the specified 2-year term.) The SRA shall work in cooperation with the Referee Committee in administering the Federation referees within the State through which they are registered and shall serve as a liaison between the State Associations. The SRA may be a member of the State Board or Executive Committee, but shall not be the President or Chief Officer of the State Association.

Section 2. A State Youth Referee Administrator (SYRA) shall be appointed by the Youth State Association for a specified (2) two year term with the advice of the State Referee Administrator. The State Youth Referee Administrator may be reappointed. An interim SYRA may be appointed to fill a vacancy during the specified 2-year term. At the discretion of the Youth State Association, the SYRA, or designee if there is no SYRA available, will be responsible for implementing and administering the national programs for the Recreational Youth Referee, Linesman, and Referee for Small Sided Games level referees (grades 9, 10, & 11). The SYRA or designee will also serve as registrar for the aforementioned grades.

Section 3. All Federation registered referees who reside, work or do their primary refereeing outside of the State Associations of the United States shall be administered by the Referee Staff of the Federation in consultation with the Referee Committee.

Section 4.

(a) The adult and youth State Associations within a State may jointly establish a State Referee Committee to administer the National Referee Development Program for their two State Associations. If the two State Associations cannot agree on establishing a State Referee Committee, the Federation Referee Committee may propose and the Board of Directors may establish such a committee after 30 days notice to the two State Associations of its intent to do so.

(b) The State Referee Committee shall consist of at least the following positions: a Chairperson, the State Referee Administrator, the State Youth Referee Administrator, the State Director of Referee Instruction, the State Director of Referee Assessment, the State Assignor Coordinator, the President or a representative of the youth State Association, and the President or representative of the adult State Association. The positions of Chairperson and State Referee Administrator may be combined with the joint agreement of the two State Associations.

(c) Each State Referee Committee shall—

(1) retain independent auditors to conduct either a financial review or audit each year of the financial records of the Committee;

(2) promptly provide copies of each review or audit to the Federation and each of the two State Associations;

(3) submit a semiannual report on the operations of the Committee for the prior six months, including financial statements; and

(4) file with the Federation and each of the two State Associations copies of

its governing documents and amendments to those documents.

(d) Subsections (b) and (c) of this section 4 only apply to a State Referee Committee that is organized independently of, and separate from, any youth or adult State Association, or both.

Section 5. Risk Management

The Federation Referee Registration Form shall contain the following statement for referees to sign when completing the form: "I agree to participate in, and comply with, the risk management program of the Organization Member through which I am participating."

Section 6. Each National Affiliate, National Association, National Member and Other Affiliate shall designate to the Secretary General annually a specific point of contact (e.g. director of game officials, referee committee chair, etc.), and an alternate person responsible for matters related to game officiating, with contact information for both the director and alternate director. This point of contact shall be responsible for organizational compliance with Federation policies related to referees and for compliance with the provisions of Policy 531-9 – Misconduct Towards Game Officials and Policy 531-10 – Misconduct of Game Officials. The Referee Department Staff of the Federation shall insure that such contact information is provided to each State Referee Administrator to facilitate reporting of referee abuse and assault and misconduct of game officials.

Policy 531-2—Referee Registration Fee

Section 1. Setting the Fee and Use of Payment by the Federation

The registration fee for referees shall be set by the Referee Committee and approved by the Board of Directors. From the registration fee, 50% shall be paid to the treasury of the Federation and used only for the National Referee Development Program.

Section 2. Fee Payments Retained and Used by State Referee Committee

(A) For State Associations, the other 50% shall be retained within the State of registration by the State Referee Committee or the State Referee Administrator (SRA) if there is no State Referee Committee, and expended on referee development to include but not be limited to referee recruitment, instruction, assessment, assignment, administration, and permit the state the opportunity to offer referee educational experience which will benefit the referee and the state's program.

(B) The State Referee Committee and/or the SRA either through the State Association and/or State Referee Committee or SRA shall provide for such fiscal control procedures necessary for proper fund accounting, prepare an annual budget, and an annual written report of income and expenditures to the State Association and the Referee Committee.

Policy 531-3—Referee Registration Cards

All referee registration cards shall be issued by the United States Soccer Federation.

Policy 531-4—Referee Uniform

The official uniform for referees shall be set forth by the Board of Directors.

Policy 531-5—Referee Authority

The referee shall have the power to decide as to the fitness of the ground in all matches.

Policy 531-6—Restriction on Referee as a Player

A referee, when registered as such, shall not be eligible as a player in any competition in which he is a game official.

Policy 531-7—Federation FIFA Referee and Assistant Referee Qualifications

Referees and assistant referees appointed to the International Referee and Assistant Referee Panels of FIFA must be United States citizens and must meet the requirements established by FIFA.

Policy 531-8—Assignment of Game Officials

Section 1. Registration Required Prior to Assignment

No one shall officiate as a referee or assistant referee in any match under the sanction or jurisdiction (direct or indirect) of the United States Soccer Federation who is not registered with the Federation for the current year unless that person is a visiting foreign referee who has been properly accredited by his or her national association.

Section 2. Unregistered Referee in Emergency

If, because of unforeseen circumstances, a currently registered referee is unable to officiate or does not appear for an assigned match, a person may then be designated at match time to act as referee in the emergency for that one match.

Section 3. Use of Club Linesmen

When neutral assistant referees are not assigned or fail to appear for a match as assigned, the match referee may seek the assistance of club linesmen whose duties shall be as delegated to them by the referee.

Section 4. State Assignor Coordinator

A State Assignor Coordinator (SAC) shall be jointly appointed, for a fixed term, by the State Associations of the state based on a recommendation of the State Referee Committee (SRC) or the State Referee Administrator if there is no SRC. The SAC shall be responsible for the coordination of referee assignments by the referee assignors within the State Associations and shall not assign games nor have the authority to reassign referees who have accepted previous

assignments.

Section 5. Minimum Game Requirements

Each registering State Referee Committee, or State Referee Administrator if there is no State Referee Committee, with the agreement of the state associations is allowed to set a reasonable minimum number of games required by referees, registering within its jurisdiction, to maintain yearly referee grades of 5, 6 or 7.

Section 6. Assignor Code of Ethics

The SAC and referee assignors shall adhere to the Assignor Code of Ethics and ensure that all referees receive equal consideration for match assignments consistent with the states minimum game requirements and the referees ability and desire for advancement.

Section 7. Registered Assignors

No one shall assign or appoint a referee, assistant referee or fourth official in any match under the sanction or jurisdiction (direct or indirect) of the Federation who is not registered as a Referee Assignor with the Federation for the current year. A state association, league or tournament may appoint an unregistered assignor in an emergency who may not serve past the end of the current Fiscal year without becoming registered. This section does not apply to an assignment to any youth recreational or house league match.

Policy 531-9—Misconduct Toward Game Officials

Section 1. General

Misconduct against referees may occur before, during and after the match, including travel to or from the match. Misconduct may occur also at later times when directly related to duties of a game official as a referee.

Section 2. Rule Application

(A) This policy shall supersede any inconsistent rules of Organization Members that pertain to assaults or abuse upon Federation referees, assistant referees, the manner and means of hearings, appeals, and rehearings in matters pertaining thereto.

(B) Nothing in this policy rule shall be construed to restrict or limit any league, event/tournament or Organization Member from applying equal or greater restrictions to anyone not listed in section 4(a)(1) of this policy (i.e., a spectator associated with a club or team).

(C) This policy shall not apply to players, coaches, managers, club officials, or league officials while participating in Professional League Member activities.

Section 3. Terms and References

As used in this policy --

(1) "Referee" includes the following:

(a) all currently registered USSF referees, assistant referees, fourth officials or others duly appointed to assist in officiating in a match.
(b) any non-licensed, non-registered person serving in an emergency capacity as a referee (under Rule 3040).
(c) any club assistant referee.

(2) "Hearing" means a meeting of at least three neutral members, one of whom is designated or elected to serve as chairman. The hearing shall be conducted pursuant to guidelines established by the Organization Member.

(3) (a) (i) Referee assault is an intentional act of physical violence at or upon a referee.
(ii) For purposes of this policy, "intentional act" shall mean an act intended to bring about a result which will invade the interests of another in a way that is socially unacceptable. Unintended consequences of the act are irrelevant.
(b) Assault includes, but is not limited to the following acts committed upon a referee: hitting, kicking, punching, choking, spitting on, grabbing or bodily running into a referee; head butting; the act of kicking or throwing any object at a referee that could inflict injury; damaging the referee's uniform or personal property, i.e. car, equipment, etc.

(4) (a) Referee abuse is a verbal statement or physical act not resulting in bodily contact which implies or threatens physical harm to a referee or the referee's property or equipment.
(b) Abuse includes, but is not limited to the following acts committed upon a referee: using foul or abusive language toward a referee that implies or threatens physical harm; spewing any beverage on a referee's personal property; or spitting at (but not on) the referee.

Section 4. Jurisdiction and Hearings

(A) General

(1) When any amateur or professional player, coach, manager, club official or game official assaults or abuses a referee, the original jurisdiction to adjudicate the matter shall vest immediately in the responsible Organization Member which is affiliated with the United States Soccer Federation.
(2) When an allegation of assault is verified by the Organization Member the person is automatically suspended until the hearing on the assault.
(3) The Organization Member must hold a hearing within thirty (30) days of the

verification by the Member of the abuse or assault or, if applicable, the thirty-day period provided by subsection (B)(3) of this section. If the Member does not adjudicate the matter within that period of time, original jurisdiction shall immediately vest in the Federation's Appeals Committee to adjudicate the matter, to which the same provisions as to the term of suspension shall apply.
(4) Failure to hold the initial hearing shall not rescind the automatic suspension.

(B) Events and Tournaments

(1) In the event an assault or abuse of a referee occurs in an event outside the alleged offender's home state, the referee shall (A) immediately notify the Event/Tournament Chairman, and (B) forward a copy of the game report and his/her comments on the incident to the Event/Tournament Chairman.
(2) The Event/Tournament Chairman shall have the right to immediately convene a hearing at the site of the Event/Tournament, at which the alleged offender, the coach of the alleged offender when the offender is a player and the game official should be present. Information presented at this hearing shall promptly be relayed to the alleged offender's Organization Member President by the Event/Tournament Chairman, both orally and in writing; however, failure to provide written information shall not restrict the offender's home Organization Member from taking action with regard to any referee abuse or assault.
(3) Final jurisdiction shall vest with the alleged offender's home Organization Member. A hearing shall be held by that Organization Member within thirty (30) days of the receipt of the initial report of the abuse or assault on a referee.

Section 5. Penalties and Suspensions

(A) Assault

(1) The person committing the referee assault must be suspended as follows:

(a) for a minor or slight touching of the referee or the referee's uniform or personal property, at least 3 months from the time of the assault;

(b) except as provided in clause (i) or (ii), for any other assault, at least 6 months from the time of the assault:

(i) for an assault committed by an adult and the referee is 17 years of age or younger, at least 3 years; or

(ii) for an assault when serious injuries are inflicted, at least 5 years.

(2) A State Association adjudicating the matter may not provide shorter period of suspension but, if circumstances warrant, may provide a longer period of suspension.

(B) Abuse

The minimum suspension period for referee abuse shall be at least three (3) scheduled matches within the rules of that competition. The Organization Member adjudicating the matter may provide a longer period of suspension when circumstances warrant (e.g., habitual offenders).

Section 6. Appeals

A person who is found to have committed abuse and/or assault may appeal to the Appeals Committee by following the procedures of Federation Bylaw 705 within ten (10) days from receipt of the decision of the Organization Member.

Section 7. Procedure for Reporting Assault and Abuse

(A) Procedures for reporting of referee assault and/or abuse shall be developed and disseminated by the National Referee Committee to all Federation registered referees.
(B) Referees shall transmit a written report of the alleged assault or abuse, or both, within 48 hours of the incident (unless there is a valid reason for later reporting) to the designee of the Organization Member and the State Referee Administrator. For tournaments or special events, the referee shall transmit a written report to the tournament director on the day of the incident and to his home state SRA within 10 days of the incident.

Policy 531-10—Misconduct of Game Officials

Section 1. Terms and References

(A) "Game officials" includes the following:
(1) all currently registered USSF referees, assistant referees, fourth officials or others appointed to assist in officiating in a match.

(2) any non-licensed, non-registered person serving in an emergency capacity as a referee (under Rule 3040).

(3) any club assistant referee.

(4) any referee development program person performing any official function at a match.

(B) "Referee development program person" includes any referee, referee administrator, referee assessor, referee instructor, referee assignor, or other person serving in such capacity in a line or supervisory position, including members of any referee committee appointed by the Federation, its Divisions, Affiliates or Associates, a State Association, or a competition, tournament or other appropriate authority.

(C) "Hearing" means a meeting of at least five members, one of which is designated or

elected to serve as Chairman. The Chairman of a hearing shall not vote except to break a tie vote. Such members, including the Chairman, shall not be the State Referee Administrator, the State Director of Referee Instruction, the State Director of Referee Assessment, a Federation National or FIFA Referee, or any other member of the State Referee Administration.

(D) "State Association" shall be that State Association through which the game official is registered or referee development is appointed. Where a state has both Amateur and Youth National State Associations, the reference shall mean that State Association which has legal authority within its state to administer the registration of the referee or the appointment of the referee development program person charged.

Section 2. Procedures

(A) Misconduct at a Match

When any game official is accused of having committed misconduct toward another game official, participant, or spectator at a match, or of having a conflict of interest, the original jurisdiction to adjudicate the matter shall vest immediately in the State Association or Organization Member through which the accused game official is registered. In the situation where Amateur and Youth State Associations exist in a state, and the incident of alleged misconduct occurred at a match sanctioned by one State Association, jurisdiction shall vest with the State Association sanctioning the match in question.

(B) Misconduct Away From a Match

When any game official, referee, referee assistant or referee development program person is accused of unethical conduct, misuse or abuse of authority or conflict of interest in any matter in the pursuit of or may affect the individual's official dealings within and as authorized by the Federation, its Divisions, Affiliates or Associates, a State Association or Organization Member, or a competition, tournament or other appropriate authority, the matter shall vest immediately in the State Association through which the accused game official is registered or through which the referee development program person is appointed.

(C) Any allegation of misconduct or of conflict of interest by a game official as described by subsection (A) of this section, or of unethical conduct, misuse or abuse of authority or conflict of interest as described by subsection (B) of this section, shall be made in writing to the State Referee Administrator or to the State Association(s) or Organization Member that shall report all such allegations including any allegations against the State Referee Administrator, to the State Association(s) or Organization Members through which the accused game official is registered or through which the accused referee development program person is appointed.

(D) Upon receipt by the appropriate Organization Member of a verified written complaint, a hearing shall be conducted within 30 days from verification pursuant to

guidelines established by the Organization Member having jurisdiction as provided by subsection (A) or (B) of this section. The guidelines may include referring the complaint to the State Referee Committee for the hearing. The hearings and appeal process shall provide for adequate due process for the accused person including proper notice of charges, the right to bring witnesses in defense, and the right to confront and to cross-examine the accusers.

(E) The Chairman of the hearing committee shall transmit the findings of the committee in writing to all parties concerned including the accused and the accusers and to the State Association(s) or Organization Member within seven days of the hearing.

(F) Any party subject to penalties shall receive, at the time of notification of the decision, a notice of the rights of appeal and a copy of the procedures and deadline dates required for such an appeal to be properly considered. Time for filing an appeal shall start with the date official receipt of the decision by the party making the appeal.

Section 3. Penalties

(A) The severity of the penalty imposed upon an individual shall be determined by the decision-making body having jurisdiction.
(B) Penalties may be among the following:

(1) letter of reprimand;
(2) a fine;
(3) suspension from all active participation as a Federation-sanctioned referee for a fixed period of time;
(4) suspension from all active participation in the Federation for a fixed period of time;

(5) any combination of clauses (1), (2), (3) or (4) of this subsection; and
(6) dismissal from the Federation.

(C) Any individual while under suspension from all Federation activity may not take part in any activity sponsored by the Federation or its members.

Section 4. Appeals

(A) Any game official who is found guilty of misconduct as defined in this rule may appeal the decision of the hearing committee as follows:

(1) to a Referee Disciplinary Committee jointly appointed by the Amateur and Youth State Associations.
(2) to the Federation Appeals Committee as provided under Federation Bylaw 705.

(B) The party appealing the decision of a committee shall have ten (10) days to file the notice of appeal of a decision. Time for filing an appeal shall start with the date of

official receipt of the decision by the party making the appeal.

Policy 531-11—National Referee Development Program

Part I – Referee Program Vision

By the year 2005, the United States Soccer Federation's National Referee Development Program is to become the preeminent worldwide model for referee excellence in officiating, administration, instruction and development at all levels of the game.

Part II – Referee Program Mission

The National Referee Development Program is to be a service organization of integrity dedicated to all referees, whose purpose is to ensure the development of the United States Soccer Referee in terms of quality and quantity through achieving excellence in governance, education and administration. The program shall work in the interests of all its members and to service the game at every level of competition.

Part III – Standards of Conduct

Subpart A - Purpose

To define general guidelines to determine whether members of the National Referee Development Program act within acceptable limits so far as ethical conduct or conflicts of interest are reflected in their conduct as soccer officials and members of the United States Soccer Federation.

Subpart B - Policy

Membership as a privilege offered and granted to individuals who perform capably as State Referee Administrators, referees, referee assignors, referee instructors and referee assessors during United States Soccer Federation sanctioned activities. It carries with it an obligation for each individual member to uphold and promote the stated goals and objectives of the Federation and do nothing to bring the Federation into disrepute or work against its goals and objectives. Any conduct which is considered unethical or as a conflict of interest shall be subject to possible disciplinary actions.

Subpart C - Code of Ethics for Referees

(1) I will always maintain the utmost respect for the game of soccer.

(2) I will conduct myself honorably at all times and maintain the dignity of my position.

(3) I will always honor an assignment or any other contractual obligation.

(4) I will attend training meetings and clinics so as to know the Laws of the Game, their proper interpretation and their application.

(5) I will always strive to achieve maximum teamwork with my fellow officials.

(6) I will be loyal to my fellow officials and never knowingly promote criticism of them.

(7) I will be in good physical condition.

(8) I will control the players effectively by being courteous and considerate without sacrificing fairness.

(9) I will do my utmost to assist my fellow officials to better themselves and their work.

(10) I will not make statements about any games except to clarify an interpretation of the Laws of the Game.

(11) I will not discriminate against nor take undue advantage of any individual group on the basis of race, color, religion, sex or national origin.

(12) I consider it a privilege to be a part of the United States Soccer Federation and my actions will reflect credit upon that organization and its affiliates.

Subpart D - Code of Ethics for Assignors

(1) I will maintain the utmost respect for referees and other officials of the game and I will conduct myself honorably at all times.

(2) I will make the assignments based on what is good for the game and what is good for the referee.

(3) As a member of the United States Soccer Federation, my actions will reflect credit upon the organization.

(4) I will contribute to the continuous development of referees in the National Referee Development Program.

(5) I will conduct myself ethically and professionally in the assignment process.

(6) I will respect the rights and dignity of all the referees and I will not criticize them unless it is in private, constructive, and for their benefit.

(7) I will offer equal opportunity to all qualify referees and I will not discriminate against or take undue advantage of any individual or group on the basis of race, color, religion, sex or national origin.

(8) I will cooperate fully in the timely resolution of any grievance hearing or complaint.

(9) I consider it a privilege to be a part of the United States Soccer Federation and my actions will reflect credit upon that organization or its affiliates.

(10) I will safeguard USSF confidentiality of the Referee List.

(11) I will give priority to USSF affiliated matches when assigning games.

(12) The use of USSF affiliated game assignments shall not be used to persuade USSF registered referees to accept game assignments for non-members of U.S. Soccer.

Policy 543-1—Special Youth Player Privileges

Registered youth players shall be allowed admission at half-price to all Open Cup games and to games played by visiting foreign teams when such games are staged under the direct organization of the United States Soccer Federation.

Policy 601-1—Player Status—Adult or Professional

Section 1.

Under the policies rules of this Federation, players are either amateur or professional as defined in this policy.

Section 2.

A professional player is a person who receives or has received payment for playing or who signs a professional form of this Federation.

Section 3.

An amateur player is any person other than a professional player. An amateur player may not receive and retain any remuneration for playing except expenses directly related to a game or games which have actually been incurred by the player.

Section 4.

This Federation recognizes the definition of an amateur player of the International Olympic Committee in regard to the selection of the United States Olympic Soccer Teams.

Policy 601-2—Registration of Professional Players--Registration Procedures

Section 1. Registration Required

Every professional player shall be registered on a Federation professional player registration form. The fee for registration, release, transfer, or notice of loan of a professional player under this rule shall be determined by the Board of Directors. A professional player is not a member of a club and may not play for a club until he has been registered with the Secretary General of this Federation under this rule except as further provided in this rule.

Section 2. Clubs Eligible to Register Professional Players

Any club which is a member of an association or league affiliated with this Federation may register a professional player, except no professional player may be registered to compete on a youth team (u-19 or younger) which is a member of an Organization Member.

Section 3. Registration Procedure

(A) A properly completed professional form and a photocopy of the player's contract giving details as outlined in Policy 601-3, section 3 shall be forwarded to the Secretary General of the Federation together with the applicable fee within five (5) days after being signed by the player.

(B) Registration under this rule is not effective until it is acknowledged by the Secretary General of this Federation by the club receiving the player's registration number and date of registration.

(C) Each professional player registered shall be given a registration number and date of registration.

(D) The date of registration shall be the earlier of the dates when the completed form and applicable fee are received by the Secretary General of this Federation or are postmarked if they are sent by United States mail (excluding metered mail).

(E) The Secretary General of this Federation shall notify the Secretary of the interested Adult State Association or Professional League of the registration of each professional player within seven (7) days after filing of the properly completed form and applicable fee by forwarding a copy of the registration form to such Secretary.

Section 4. Period of Registration

A professional player under contract shall be registered for the period of the contract. The registration fee shall be fixed by the Board of Directors. Registration for contract option terms will also be required. Such option term registration shall be automatically canceled if option is not exercised and option registration fees shall be returned to the club.

Section 5. Transfers and Releases

(A) A player registered on a professional form may be transferred to another club (Form PT) or may be released by his club (Form PR).

(B) A properly completed transfer or release form under this rule together with the applicable fee shall be forwarded to the Secretary General of this Federation within five (5) days after being signed by the club, and after proper approval by the club's professional league or Adult State Association.

(C) A transfer or release under this rule is not effective until it is acknowledged by the Secretary General of this Federation.

(D) The Secretary General of this Federation shall notify the Secretary of the interested Adult State Association or Professional League of each transfer or release of a professional player within seven (7) days after filing of the properly completed form and applicable fee by forwarding a copy of the form to such Secretary.

Section 6. Registration Exclusivity and Player Loans

A professional player may not play for any club other than the club for which he is registered unless:

(1) the club has filed a completed notice of player loan to the other club together with the applicable fee with the Secretary General of this Federation and this notice has been acknowledged by the Secretary General; or

(2) the player will be playing for the other club or team in a non-competitive game such as an exhibition, all-star, or benefit game.

Section 7. Notice of Player Loan Procedure

(A) A properly completed notice of player loan form (Form NPL) shall be forwarded to the Secretary General of this Federation together with the applicable fee within five (5) days after being signed by the club. No NPL form may be executed that provided for a longer period of time than the expiration date of the registration P form, in accordance with section 4 of this rule.

(B) A player loan may be canceled at any time by the loaning club which shall forward a properly completed notice of loan cancellation form (Form NPLC) to the Secretary General of this Federation together with the applicable fee.

(C) A player loan or loan cancellation is not effective under this rule until it is acknowledged by the Secretary General of this Federation.

(D) The Secretary General of this Federation, or his designee, shall notify the Secretary of each interested Adult State Association or Professional League of each player loan or

loan cancellation within seven (7) days after filing of the properly completed form and applicable fee by forwarding a copy of the form to such Secretary.

Policy 601-3—Professional Player Contract

Section 1.

A club may enter into a contract with a professional player for any length of time that is mutually agreeable between the player and the club.

Section 2.

The player must be registered in accordance with Policy 601-2 and Policy 202(1) (H)-1, Section 2(d).

Section 3.

A photocopy of the duly executed contract showing the commencement date of the signing, expiration date, and option periods including also full insurance coverage details relating to the player, amendments to the insurance must be advised within seven (7) days of any change, must be submitted to the Federation with the registration form(s).

Section 4.

No financial information relating to the player's contract is required.

Policy 601-4—Amateur Reinstatement

Section 1.

A professional player may be reinstated as an amateur player as provided by this policy.

Section 2.

A professional player who is currently registered as a professional player with any club can apply to the Federation to be reinstated as an amateur only with the permission of that club and the Adult State Association or Professional League with which that club is affiliated.

Section 3.

An application for reinstatement as an amateur must be made on the Federation reinstatement form and both the completed form and the applicable fee must be filed with the Secretary General of this Federation.

Section 4.

The Registrar shall issue approval of the reinstatement to amateur status within fourteen (14)

days after receipt of the request, appropriate fees, and compliance with these rules. However, the player's reinstatement to amateur status is not effective until the day after 30 days have elapsed from the day that player competed in his last match with his club as a professional player.

Section 5.

A professional player who is not currently registered as a professional player with any professional division club or league, who has not been a party to a professional player contract with a professional division club or league for a period of one year or longer, and who has not applied for reinstatement as an amateur under Sections 3 and 4 of this Policy, shall be automatically reinstated to amateur status by the Secretary General unless the player affirmatively states to the Secretary General in writing that he or she does not wish to be reinstated to amateur status. Reinstatements under this Section 5 shall take effect on the 366th day after the date the player was last a party to a professional player contract with a professional division, club or league. An updated list of professional status players shall be published by the Federation on a bi-weekly basis.

Policy 601-5—Registration of Amateur Players

Section 1. Restriction of Players

An amateur player (youth or adult) may not be restricted as to the team he/she may play for due to his/her race, religion or national origin. An amateur player may only be registered for one team at a time except as provided in the appropriate rules.

Section 2. Adult Amateur Players

(A) Every adult amateur player shall be registered with the Federation on an Adult Council approved amateur player registration form. The fee for registration, release, or transfer of an adult amateur player under any provision of this rule shall be determined by the National Council from time to time.
(B) These rules apply only to State Association Members and players except as specifically stated otherwise.

Section 3. Youth Amateur Players

(A) Every youth player shall be registered with the Federation on a Federation youth amateur player registration form. The fee for registration, release or transfer of a youth amateur player under any provision of this rule shall be determined by the National Council from time to time.
(B) These rules apply only to State Association Members and players except as specifically stated otherwise.

Section 4. Youth-Adult Relationship

A youth player may play an unlimited number of adult games without losing his or her youth

eligibility. The youth player must notify his or her youth coach or other authorized team official of the player's intention to play adult games. The youth player shall request, in writing (1) eligibility clearance from the Youth State Association through which the player is registered, and (2) permission from the appropriate Adult State Association or National or Regional Adult League in which the adult team upon which the player will be playing plays. When the clearance and permission have been granted, the Adult State Association or National or Regional Adult League, as the case may be, has sole discretion in permitting a youth player to play Adult games and will be responsible for establishing the procedure under which this will be implemented.

Section 5. State Association Responsibilities

(A) State Associations shall have full powers in the matter of registration or release of all amateur players within their respective jurisdictions in the manner and under the conditions set forth in this rule, said State Associations to furnish the Secretary General of this Federation, within thirty (30) days after making the registration, a list of such registrations, giving the names and addresses of the players and the clubs for which they are registered.
(B) The affiliated bodies are to be responsible and accountable to the Federation for all such revenue. Player registration fees must be paid to the Federation, not later than ninety (90) days, after the date of registration. All player registrations should be duly processed prior to the Annual General Meeting to ensure accurate Divisional membership totals.

Section 6. Inclusion Policy

(A) To clarify the Bylaws, membership of the Federation is open to all soccer organizations and all soccer players, coaches, trainers, managers, administrators and officials without discrimination on the basis of race, color, religion, age, sex, sexual orientation, gender identity, gender expression or national origin.
(B) For the purposes of registration on gender-based amateur teams, a player may register with the gender team with which the player identifies, and confirmation sufficient for guaranteeing access shall be satisfied by documentation or evidence that shows the stated gender is sincerely held, and part of a person's core identity. Documentation satisfying the herein stated standard includes, but is not limited to, government-issued documentation or documentation prepared by a health care provider, counselor, or other qualified professional not related to the player.
(C) This policy shall not apply to the Federation's National Teams programs, but application of this or a similar policy shall be re-evaluated at such time as FIFA addresses the issue
(D) This policy shall not apply to Professional Leagues.

Policy 601-6—International Clearances

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 the Federation.

Policy 601-7—Competition Participation

Section 1.

(A) Any properly registered team has the right to enter any competition involving Organization Members or their members provided that it is eligible under the rules of that competition, pays all required fees, and is in good standing.
(B) No Organization Member or member of an Organization Member shall interfere with the opportunity of a player, coach or team to travel to compete in a competition, including a game, scrimmage, tournament or league governed by Section 1(A) above and shall not deny permission to travel unless that player, coach or team has been prohibited from doing so for disciplinary reason pursuant to the due process requirements set forth in Bylaw 701. The foregoing shall not prevent Organization Members and their members from having bylaws, rules, or policies that penalize teams or players for failing to meet their previously scheduled game commitments or prevent Organization Members from enforcing reasonable notification requirements prior to travel.
(C) Any Organization Member or member of an Organization Member, player, coach or individual denied the right to participate in any competition involving Organization Members or their members has the right of appeal and/or grievance through the applicable procedures set forth in Federation Bylaws and Policies.

Section 2.

(A) Tournaments hosted by Organization Members or their members shall fall within one of the following two classes:

(1) Unrestricted Tournament: A tournament that is open to all Federation affiliated participants. Any tournament that allows international participants must be an Unrestricted Tournament.
(2) Restricted Tournament: A tournament that is open only to members of a single Organization Member or a subset thereof.

(B) Organization Members and their members shall be entitled to sponsor and/or approve tournaments in and according to reasonable requirements they establish as long as done so in a fair and timely manner. No Organization Member or member of an Organization Member shall have a bylaw, rule or policy that prohibits their members from participating in Unrestricted Tournaments. Organization Members may not deny approval to host a tournament on the basis that the tournament is Unrestricted.

Section 3.

This policy does not apply to Professional Leagues or Indoor Professional Leagues.

Policy 601-8—Professional League Player Registration

Section 1. Rosters

(A) Seven days prior to the start of a Professional League's Season, the League must provide the Federation with a current roster for each U.S. based team, listing each player, his status (active list, disabled list, etc.,) and his last club, including the country where that club is located if it is not in the United States.

(B) At all other times, the Professional League office must telefax the Federation the same day that a player has been added to (signed) or deleted from a member club's roster.

(1) Additions:

The telefax must indicate:

(a) The name of the League
(b) The name of the Club
(c) The length of the registration (starting and ending dates)
(d) The name of the club the player last played for and the country where that club is located if it is not in the United States, to assure that the proper clearance has been received, especially if it involves an international or inter-league transfer.

(2) Deletions (Termination of Registration):

(a) The telefax must indicate:
(b) The name of the League
(c) The name of the Club
(d) Whether the deletion is an unconditional release or an assignment to another club. If the latter, the name of the assignee club and the country where that club is located if outside the United States, must be indicated.

Section 2.

The Federation may request from a Professional league, at the midpoint of the League's season and at the end of its season, the current club roster of its member clubs.

Section 3.

Complete and accurate registrations must be received by the Federation within fourteen (14) days of a player being added to a member club roster, along with the proper fees and club

releases, or the player shall not be permitted to play until this has been accomplished.

Section 4

Player registrations may be signed for the duration of the contract period plus options, unless:

(A) The player is a loan player, in which case only separate registrations signed for the duration of the loan period for each year will be acceptable.

(B) The clearance is conditional and does not provide for any period other than the current year, even though the registration extends thereafter, in which case the registration will only be approved for the period so designated in the clearance.

Section 5.

No League shall permit a player to play until it has received a properly completed registration and registration fee, and has confirmation of clearance:

(A) from the Federation Registrar, for a player who was last registered with a team from a foreign National Association.
(B) from the Federation Registrar, for a professional player who was last registered with a team outside its League but located within the United States.
(C) for amateur players, from the State Association Registrar where the player was last registered as an amateur.

Section 6. Enforcement

For non-compliance with this procedure, a fine or fines as determined annually by the Federation NBOD shall be imposed by the Federation on the League. The offending club and its league shall be determined to be not in good standing until the fine is paid.

Section 7. Separate Agreements on International Clearances Regarding National Team Participation

(A) The Federation requests all Federation Affiliated Professional Leagues to advise their member clubs that national associations of foreign countries are requiring players who are candidates for their national teams to be returned for official competition matches (World Cup and Olympics) and that this issue must be addressed and agreed upon by the foreign club and association before the transfer is finalized.

(B) In addition, the Federation will not permit any U.S. citizen player to be transferred to a club outside the United States without a separate agreement requiring the return of the player for official competition matches (World Cup and Olympics). Be certain this matter is addressed and agreed upon by the foreign club prior to the finalizing of an agreement.

(Also see Registration of Professional Players for additional information.)

Section 8. Professional Players Registered as Amateur Players

If the Federation receives written allegations that a player registered as an amateur player has received remuneration other than actual expenses incurred during the course of the player's participation in any activity connected with playing for the team, the player is suspended on the 5th day after the Federation notifies the teams of the allegations. The team is not in good standing with the Federation as of that 5th day unless, during the 5-day period, the team provides acceptable documentation to the Federation that the player had not received such remuneration. The player remains suspended until properly registered as a professional player and the appropriate registration fee is paid, and the team remains not in good standing until it pays a penalty of $1,000. For purposes of this paragraph, a player may be remunerated actual expenses for only the following: travel and hotel expenses incurred through the involvement in a match, the costs of the player's equipment, insurance, and training costs.

Section 9. Contracts with Option Period Terms

If a team makes a contract with a player on or after May 22, 1995, and the contract includes an option period as an option term, the Federation must be provided with proper documentation that the option was properly exercised.

Section 10. Unregistered Players

If a team has a player that it has not registered with the Federation, the team is not in good standing with the Federation, and the team must pay the Federation a penalty of $100 for each match the team plays during the period the player is not registered. This penalty is to be paid for each unregistered player. The team remains not in good standing with the Federation until each unregistered player is properly registered with the Federation and the appropriate registration fee is paid for each player and the penalty is paid.

Section 11. Professional Player Status Committee

(A) The United States Soccer Federation establishes a Professional Player Status Committee to resolve, through binding arbitration, professional player registration matters among professional leagues of the Federation. The Committee shall be composed of a separate panel convened by the Secretary General (1) for each request or group of requests about professional player registrations filed with the Secretary General by professional leagues, teams, or players; or (2) when the Federation has determined the registration status of a player and the affected leagues have not filed a request but do not agree with the Federation's determination. Each panel of the Committee convened by the Secretary General has the authority to consider, arbitrate, and decide each matter referred to it. The decision of the panel is final and binding.

(B) (1) A panel convened under subsection (A) shall be composed of the following panelists:

(a) a panelist designated, by the date specified by the Secretary

General, by each professional league that is a party to the matter, or, if not designated by that date, a panelist designated by the Secretary General for each league not making a designation by the specified date;
(b) a Chairman to be designated by the Secretary General; and
(c) if the number of panelists designated under clauses (a) and (b) of this paragraphs is an even number, one additional panelist designated by the Secretary General.

(2) If a panelist, other than the Chairman, does not attend a scheduled meeting of the panel, the panelist waives his or her right to attend and participate in the meeting of the panel. The panel may meet and has the authority to act based only on those panelists attending. If the Chairman does not attend, the Secretary General may designate another Chairman.

(3) The Chairman of a panel shall be the Chief Administrative Officer for that panel.

(4) Any panelist designated by the Secretary General shall be designated from among the members of the National Board of Directors of the Federation, the staff of the Federation, or both.

(5) A meeting of the panel may take place in person or by conference call. If a meeting is to take place in person, any person may attend a meeting by means of a conference call.

(6) Each request filed under subsection (A) (1) shall be accompanied by a fee of $100. When a panel is convened under subsection (A) (2), a $100 fee shall be assessed against each of the affected leagues. Fees paid under this paragraph are a non-refundable administrative fee.

(C) The Secretary General may prescribe regulations appropriate to carry out this section.

Policy 601-9—Registration

A player must register with an Organization Member according to the registration rules of that Organization Member.

Policy 601-10—Recognition of Risk Management Actions

Section 1. A disqualification or other disciplinary action for violation of Risk Management policies imposed by an Organization Member against a person participating or seeking membership in a program of USSF, an Organization Member, or a program of an Organization Member shall be recognized by all Organization Members.

Section 2. A Risk Management disqualification imposed by an Organization Member upon a prospective member who has been convicted of a felony, a crime of violence, or a criminal offense against a person shall be recognized by all Organization Members upon proper notification to and by USSF.

Section 3. An Organization Member's Board of Directors, its designee or the Board of Directors of a member of an Organization Member or its designee shall conduct a review or hearing before allowing membership within the Organization Member to any individual who has been disqualified or otherwise disciplined by another Organization Member for violation of its Risk Management policies. The review or hearing shall be limited to whether the conduct giving rise to the Risk Management action taken by the other Organization Member constitutes a violation of the prospective Organization Member's Risk Management policies.

Section 4. Nothing herein shall prevent an Organization Member from disqualifying other prospective members in accordance with its own Risk Management policies.

Policy 701 -1—Hearing Procedures

This policy provides the minimum rights that each party would have at a hearing with respect to the right to assistance in presenting one's case at a hearing, as must be allowed under Federation Bylaw 701(5). These minimum rights apply to hearings conducted by Organization Members and their members or other hearing body. A copy of these minimum rights should be delivered to the parties with the notice of the hearing.

(A) Each party at a hearing shall have the right to have an individual present at the hearing to assist the party in presenting the party's case. Such individual may, but shall not be required to be, an attorney.

(B) If the Organization Member or member of the Organization Member ("Complainant") 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 is allowed to the individual representing the Complainant.

(C) If an attorney is present at a hearing to assist a party in presenting the party's case, it shall be made clear at the commencement of any such hearing that the hearing shall proceed in accordance with the Organization Member's hearing rules and procedures. All Federal, State or local Rules of Evidence or Civil Procedure shall not be applicable.

(D) An Organization Member may provide, as part of its hearing rules and procedures, that an individual assisting a party may be allowed to speak on behalf of the party, make requests or ask questions at the hearing.

(E) Regardless of whether the Organization Member allows the individual assisting the party the rights to speak, make requests or ask questions, as noted in Paragraph D above, an individual assisting the party in presenting the party's case shall have the right to be physically present in the hearing room, and so as not to interfere with the hearing procedure, it is also recommended that the individual be seated close to the party (either behind or next to the party) so that the party may seek assistance when desired during the course of the hearing.

(F) During the course of the hearing, the party may confer briefly with the individual who is assisting before making a statement or request or prior to responding to a question. The panel conducting the hearing may limit the frequency and duration of the conferences so as not to unduly interfere with the proceeding.

(G) If there is confusion or concern, the party may request a recess to confer with the individual assisting the party. Such a request should be granted unless the number of requests by a party becomes unreasonable or the length of a requested recess is deemed by the hearing panel to be unreasonable.

(H) An individual assisting a party may prepare written materials for the party and collect documents for the party. However, the party must submit or present the materials and documents as materials and documents of the party, and not of the individual assisting. The party has complete responsibility for those materials and documents and is subject to questioning about them.

(I) Nothing contained in this policy shall prevent an Organization Member from allowing greater rights to assistance than those set forth in Paragraphs A-H above. For example, an Organization Member may, but shall not be obligated to, allow more than one individual to assist a party at any given time.

(J) The rights, either mandatory or permissible under this policy, shall be consistently applied, and the Organization Member should not arbitrarily allow or disallow the rights set forth above to those individuals assisting a party in the presentation or defense of the party's case.

Policy 704-1—Grievance Procedures

Section 1. Hearing Procedures.

For all grievance hearings held pursuant to Bylaw 704, the following hearing procedures shall apply:

(1) If the Hearing Examiner determines that a hearing is required as provided by section 3(c) of Bylaw 704, the USSF staff shall consult with the Hearing Examiner and the parties to the grievance and determine a mutually convenient time and place to hold the hearing, subject to the requirement of section 3(c) that the hearing take place no later than 90 days after the complaint was filed.
(2) The USSF staff shall provide written notice to all parties of the date, time, and location of the hearing.

(3) (a) The written notice required in paragraph (2) of this section 1 shall also include a date by which each party shall provide to the other parties and to the Hearing Examiner: (i) a complete list of any witnesses the party will call to testify at the hearing; and (ii) a complete set of any documents, pictures, or other evidence the party will rely upon at the hearing. The date by which this material is due shall be no later than seven (7) days prior to the hearing date and each party shall be permitted to supplement its list of witnesses and/or submit additional documents, for purposes of rebuttal only, within three (3) days of receipt of an opposing party's submissions. Except for good cause shown, or where an opposing party consents, the Hearing Examiner shall not accept any written evidence or allow the testimony of any witness not already disclosed pursuant to this subparagraph (a).

(b) If a complainant files a brief or other statement in support of its complaint prior to the hearing, its brief or other statement is due not later than 10 days prior to the hearing. If a respondent files a brief or other statement in opposition to the complaint prior to the hearing, its brief or other statement is due not later than 5 days prior to the hearing.

(c) The Hearing Examiner may allow the parties to file written closing statements after the hearing by the date established by the Hearing Examiner. Those statements shall not exceed 5 pages in length, double-spaced, on 8½ x 11 inch paper, unless specifically permitted by the Hearing Examiner.

(4) (a) Unless otherwise agreed to by the parties, each party shall have equal time to present its case, not to exceed 3 hours. However, if there is more than one complainant, the complainants shall divide the maximum allocated time of not more than 3 hours among the complainants. If there is more than one respondent, the respondents shall divide the maximum allocated time of not more than 3 hours among the respondents. The order of presentations shall be as follows:

(i) opening statement(s) of complainant(s)
(ii) opening statement(s) of respondents
(iii) presentation of evidence by complainant(s)
(iv) presentation of evidence by respondent(s)
(v) presentation of rebuttal evidence by complainant(s)
(vi) presentation of rebuttal evidence by respondent(s)
(vii) closing statement(s) by complainant(s)
(viii) closing statement(s) by respondent(s)

The Hearing Examiner shall have full discretion to grant requests to change the order of presentation, add or subtract presentation windows, or alter the time limits as he/she sees fit.

(b) The following shall be charged against the time allocated to the complainant(s) to present their case: items (i), (iii), (v), and (vii) specified in subparagraph (a) of this paragraph (4), all time used in arguing matters regarding

the respondent's opening statement(s) and closing statement(s) of respondent(s), and the cross-examination conducted during the presentation of the case by respondent(s) under items (iv) and (vi) specified in subparagraph (a).

(c) The following shall be charged against the time allocated to the respondent to present their case: items (ii), (iv), (vi), and (viii) specified in subparagraph (a) of this paragraph (4), all time used in arguing matters regarding the opening statement(s) and closing statement(s) of complainant(s) , and the cross-examination conducted during the presentation of the case by complainant(s) under items (iii) and (v) specified in subparagraph (a).

(d) For any motion or other matter presented at the hearing, each party will be allowed up to 5 minutes to argue the motion or other matter without any time being charged either party. However, if additional time is needed by a party, the additional time shall be charged against the time allocated to that party.

(e) The Hearing Examiner shall have full discretion to grant requests to change the order of presentation.

(5) At the hearing, minors, whether they be witnesses or principals to the grievance, who have not attained the age of 18 must be accompanied by a parent or legal guardian.

(6) If witnesses cannot be at the hearing, they may give telephonic testimony if the Hearing Examiner and the parties can hear the telephonic testimony and ask questions of the witness.

(7) An attorney or other advisor may counsel a party at a hearing, and may present oral arguments and question that party's own witnesses. Unless permitted by the Hearing Examiner, however, neither a party nor the party's advisor shall be permitted to cross-examine the opposing party's witnesses directly. A party may direct questions to the Hearing Examiner, who will ask the appropriate individual for an answer if the Hearing Examiner deems the question relevant.

(8) For all other hearing procedures not specifically addressed in this Policy or the Bylaws, the hearing shall be governed according to the American Arbitration Association's Commercial Arbitration Rules, except that the Hearing Examiner shall have the full discretion to alter those rules and procedures as the Hearing Examiner sees fit.

Section 2. Hearing Examiner's Decision.

A decision of a Hearing Examiner is final unless appealed as provided by section 4 of Bylaw 704 and section 4 of this Policy.

Section 3. Amicus Briefs.

As provided by section 3(b) of Bylaw 704, any USSF Organization Member who is not a party to the grievance shall have the right to file an amicus brief with the Hearing Examiner, setting

forth any issues, arguments, or other matters that it feels are relevant to the grievance and the Hearing Examiner's resolution thereof. In addition, USSF shall have the right to file a brief with the Hearing Examiner, with copies to all parties, providing relevant information that USSF believes would be helpful to the Hearing Examiner, so long as such brief does not offer an opinion as to how the grievance should ultimately be resolved. Any such brief shall be no longer than ten pages in length, double-spaced, on 8 ½ x 11 inch paper. Any such brief filed in support of the complainant shall be filed and served on all parties on the earlier of (i) 15 days after the answer to the complaint is filed, or (ii) 15 days prior the hearing. Any such brief filed on behalf of the respondent, and any USSF brief, shall be filed and served on all the parties on the earlier of (i) 10 days after the filing of the last such brief filed in support of the complainant, or (ii) 10 days prior to the hearing.

Section 4. Appeals.

(1) Upon issuance of a written decision by the Hearing Examiner resolving the grievance, either party may appeal this decision to the USSF Board of Directors. Any such appeal must be submitted within ten (10) days of official receipt of the decision. An appeal is initiated by sending the following items to the attention of the USSF Secretary General:

(a) A written submission stating the grounds for appeal, including all arguments in support of the appeal. This written submission shall be no longer than ten pages in length double-spaced, on 8 ½ x 11 inch paper. The appealing party shall send a copy of this written submission to all other parties to the grievance.

(b) A money order or cashier's check in an amount equal to the appeals fees determined under section 3 of Bylaw 705.

(2) Any non-appealing party in a grievance shall have the right to submit a brief in opposition to the appeal within ten (10) days of receipt of the appeal. No other briefs or submissions shall be accepted in connection with the appeal.

(3) The appealing party's written submission and any opposition briefs shall be presented to the Board of Directors for final resolution of the appeal. As provided by section 4 of Bylaw 704, the Hearing Examiner's decision may be overturned or amended only by a two-thirds vote of the Board of Directors. There shall be no further right of appeal to any other Federation body from a determination of the Board of Directors.

Policy 705-1—Appeals Committee

Section 1. The Chair of the Appeals Committee (AC) and its members shall be appointed by the President, subject to the approval of the Board of Directors. The AC shall consist of at least twenty (20) members, at least 20% of whom shall be Athletes.

Section 2. Three (3) members of the AC shall constitute an Appeals Panel (AP) for the purposes of considering and determining any appeal brought pursuant to Bylaw 705. In any appeal involving an Athlete, at least one (1) member of the AP shall be an Athlete member of the AC. In order to maximize the expertise of the AP and avoid conflicts of interest, the Chair of the AC shall select the AP as the need arises. The Chair shall also designate one member of the AP to act as the AP's Chairperson, who shall, among other things, be the member of the AP

responsible for ensuring that the appeal is considered and determined within the time periods prescribed by the Bylaws. No member of the AP may be from the State Association of the parties.

Section 3. Appeals shall be considered and determined by the AP in person or by telephone conference call at the Chair's direction; consideration and determination of an appeal shall be closed to the public and the parties. The AP may decide to allow oral argument either in person or by telephone, with all parties having the opportunity to participate, before its consideration and determination. If allowed, the AP may set time limits for the oral argument and may hold the oral argument on a day prior to the date the AP will consider and determine the appeal. If the AP decides that oral argument is not necessary, then the AP shall decide the matter based upon the record and the parties' written arguments.

Section 4. The appellant shall bear the burden of showing that the decision being appealed from is clearly erroneous.

Section 5. No new evidence may be presented to the AP unless circumstances have materially changed, or new facts are discovered that were unavailable at the time of the hearing from which appeal is being taken. In such cases, the AP may allow that such new evidence be presented to it provided all parties to the appeal have been given notice and are given an opportunity to respond to the materially changed circumstances or previously unavailable or undiscovered, unavailable facts.

Section 6. If an appellant fails to submit arguments by the deadline for submitting appellant's arguments and no continuance has been granted by the AP, the appeal shall be considered abandoned. If oral argument is allowed and the appellant fails to participate in oral argument without excuse, the appeal shall be considered abandoned.

Section 7. The AP shall issue a final written decision within ten (10) days after it has considered and determined the appeal, however, not more than 20 days after initial consideration except for just cause.

Section 8. The decision rendered by an Organization Member from which an appeal is taken may be suspended by the AP only upon written application by the appellant which accompanies the Notice of Appeal and the finding by the AP of good cause shown. Good cause shown may only be made upon a unanimous vote of the AP and a written decision which specifically states that there is a strong likelihood of success upon the appeal and that circumstances are present which clearly show that the appellant will suffer irreparable harm unless the decision from which the appeal is taken is suspended pending the determination of the appeal. The decision of the AP regarding suspension of the decision pending determination of the appeal shall be final and may not be further appealed.

Policy 705 -2—Appeals Record

The appeals record shall be submitted by the Organization Member using the format attached hereto. The appeals record shall contain, at a minimum, the following:

1. All documents, exhibits and other evidence in the case.
2. Copies of all rules, procedures, and bylaws used to support the charges and to conduct the hearing.
3. The notice of charges and/or hearing provided the defendant/appellant.
4. The decision of the hearing body and any appeals decisions.

The record shall:

1. be numbered in chronological order
2. be indexed
3. contain only one copy of each document.

If audio or videotapes are made part of the record, there must be four (4) copies of any such tape delivered to the Federation.

If a written transcript has been prepared, it shall be included as part of the record.

The record must be in English. If Members accept documents in other languages, then the Member shall be responsible for providing English translations of the documents prepared by a neutral translator agreed to by the parties.

If the record is not submitted in accordance with this policy, the appeal timetable may be put on hold pending the completion of the record or the appeal may be dismissed. If the appeals timetable is put on hold, the appealing party may apply to the Federation to have their penalty suspended until the case is decided.

Index of Documents Contained in the Certified Appeal Record

Case:_____ Date:_____ Index Page:_____

Record #_____ Date:_____ Description of Document:_____

(attach additional sheets as required)

Certificate:

I certify that each party to this appeal was given the opportunity to present documentation before the record was closed and that the above documentation is the entire record considered in connection with this matter.

Dated:_____ _____

Appeals Committee Chairperson