



## Poaching Policy

Poaching is considered a serious offense by the Wisconsin Youth Soccer Association. Any individual or club found to be in violation of the WYSA Poaching Policy will be subject to sanction at the discretion of the WYSA Board of Directors. Poaching allegations should be submitted in writing to the WYSA Executive Director.

### Poaching

Poaching is a purposeful act by an agent of the club to induce a registered player away from their current team or club to another WYSA club. The following limited examples are considered violations of the WYSA Poaching Policy and may be reported to the WYSA Executive Director:

1. Any recommendation or solicitation by an agent of one club encouraging a player currently registered at another club to attend their training, tryouts, or other team or club events.
2. Any agent having direct contact with a player outside of their club to promote their club and solicit the player's participation. Direct contact may include, but is not limited to, text messages, phone calls, emails, directed social media, and other written or verbal communications.
3. Attempts at any time outside of the WYSA Period of Open Promotion to induce a registered player (or their parent/guardian), any team, or any club, under the jurisdiction of the WYSA to leave their current affiliation for the following seasonal year.

\*This is not an exhaustive list and other inappropriate contacts may be submitted to the Executive Director for consideration.

An agent of the club is anyone acting in apparent authority representing a club or team. An agent may include, but is not limited to a coach, manager, club board member, parent, or other staff person. Anyone who appears to have authority to represent the interests of a club or team has apparent agency. An apparent agent attempting to induce a player to transfer clubs outside of the prescribed WYSA Period of Open Promotion may be violating the Poaching Policy. Clubs are responsible for the compliance of any individual acting on their behalf. Youth athletes are not considered agents of the club.

Clubs publicly advertising their organization, programs, or services, including on their own website is not considered poaching. Club personnel may respond to a parent inquiry (verbally or in writing) with general club information such as costs, coach information, program expectations, and spaces available on teams. They cannot invite a player for an evaluation or to attend training without express written permission from their home club. An offer for a position on a team is also prohibited if there is a current registration with another WYSA member club.

### Sanctions

Sanctions for violating the WYSA Poaching Policy may include, but are not limited to:

1. Financial penalties.
2. Loss of coaching privileges.
3. Ineligibility of offending agents to participate in WYSA or US Youth Soccer sanctioned activities.
4. Other appropriate sanctions as determined by the WYSA Board of Directors.

## Player Rights and Additional Opportunities

The WYSA recognizes players' rights to choose which team and club tryouts they wish to attend. No team or club may, infringe, violate, or restrict, this basic right of the individual player in any manner. Players, parents/guardians, and coaches should in turn recognize that player commitments are for one-year periods once a written acceptance occurs and registration is completed, subject to the policies of the WYSA.

While players are obligated to their club for the seasonal year, WYSA acknowledges the demand for programming outside of players' home club. A player may wish to pursue soccer opportunities outside of their home club such as indoor play, individual training, training with other WYSA affiliated clubs, and tournament guest play.

The following guidelines for interclub contacts must be followed (player and club):

1. Indoor Soccer—[written permission](#) from the player's home club is required to participate in a sanctioned indoor activity of another club. Sanctioned indoor activities include closed team or club sponsored trainings intended for registered members of their club WYSA hosted or sanctioned indoor or futsal tournaments.
2. Individual training—players and coaches are not restricted from contracting individual player training, however an attempt to poach or induce players to change clubs will be construed as a poaching violation.
3. Training with other WYSA affiliated clubs whether recreational or competitive —a player registered with any WYSA affiliated club may not train with another WYSA club unless they obtain express [written permission](#) from their home club. This includes a "player tryout" for an impending player transfer request.
4. Tournament Guest Play – requires [written permission](#) from the player's home club, as well as the [WYSA notification form](#).

## Poaching Complaints

Allegations of poaching should be sent to the WYSA Executive Director, must be in writing and include specific details related to the complaint including names, dates, club affiliations, and all related documentation substantiating the claim. Examples of documentation would include copies of emails, text messages, social media communications and/or written statements from parents/guardians.

Upon receipt, the WYSA Executive Director will review the claim and determine a need to open an investigation. The named parties will have an opportunity for due process as part of the investigation and before the matter is referred to the WYSA Board of Directors for action, if appropriate.

WYSA prohibits retaliation against individuals making good faith reports of any suspected violation of the WYSA Poaching Policy.