

Wisconsin Youth Soccer Association Rules, Regulations, and Policies

Policy 000-001: Policy Numbering and Naming

It will be the policy of Wisconsin Youth Soccer (WYSA) to number all policies using a 6-digit number schema.

The first three digits will represent a specific area of policy according to the chart below and the final three digits will correspond to a sequential number in the order of approval. These digit sets will be separated by a dash.

Leading Digits	Description/Usage
000	High-level policies regarding policy and procedure
001 – 099	These policies are reserved for policies explicitly mentioned in the bylaws. The digit will equal the article number of the bylaw the policy is referenced in. For example: Policy 002-001 would be the first approved policy referenced in Article II Membership.
100	Policies regarding to the operations of the state association.
120	Policies regarding office and personnel.
150	Policies regarding Risk Management and Player Safety
160	Policies regarding to sideline behavior
161 – 199	Reserved for additional state level policies applicable to all members
200 – 299	Policies Regarding State Programming
• 200 • 210 • 220 • 230 • 240 • 250 • 260 • 270 • 280 • 290	• Policies regarding multi-state leagues • Policies regarding National Championship • Policies regarding Presidents Cup • Policies regarding ODP • Policies regarding TOPSoccer • Policies regarding Soccer Across America • Policies regarding Recognition Awards • Policies regarding Grants • Policies regarding State League • Policies regarding state administered local regional leagues
300	Policies regarding to general play
310	Policies regarding to grassroots play
320	Policies regarding to competitive play

Policy 000-002: Establishment

The following Rules, Regulations and Policies are the standing rules of WYSA. WYSA is a member of US Youth Soccer (USYS), which is a member of the United States Soccer Federation (USSF). USSF is the national association member for the United States of the international organization for soccer called FIFA or the Federation Internationale de Football Association.

Policy 000-003: Amendments

The Rules, Regulations, and Policies of this Association may be altered, or new rules, regulations and policies may be adopted by a majority of the Board of Directors, subject to membership approval at the Annual General Meeting (AGM) or at a special meeting. These Rules, Regulations, and Policies shall take effect on the July 31 that occurs immediately after the amendment is approved by the Board of Directors, unless specified in the motion when to take effect.

Policy 000-004: Member Organization's Prerogative to Set Rules

Leagues may deem fit to enact rules and regulations more stringent than those included herein, but in no case may their rules and regulations be less stringent. No member organization may limit those privileges granted to players by the USSF, USYS, or the WYSA.

Policy 000-005: Pleas of Ignorance

A plea of ignorance to the Bylaws and these Rules, Regulations, and Policies is not sufficient, and violators may expect appropriate action by WYSA.

Policy 000-006: Matters Not Provided For

Any matters not provided for in these rules shall be determined by the WYSA Board of Directors and decisions so made shall be subject to the approval of the member organizations at the AGM or at a special meeting.

Policy 002-001: Affiliate Member Membership Requirements

Affiliate Members

Any club or organization that is actively conducting team programming may apply to be an affiliate member by completing the "New Club Application" located on the WYSA website. The club must meet the requirements of membership as outlined below. The WYSA Executive Committee shall review the application and grant or deny the club's application. The WYSA Executive Director shall notify the prospective club in writing of the application decision.

Requirements of membership

To become an affiliate or maintain affiliate status a club must do the following:

- Provide WYSA with all current club governing and operating documents
- Be registered as a business with the State of Wisconsin
- Adhere to all policies and bylaws established by WYSA, USYS, and USSF
- Have all coaches, staff, officers/board members complete the background check requirement
- Remain current on all affiliation fees, fines or other invoices with WYSA
- Register at least 75 players or 4 teams with WYSA
 - Exceptions may be granted in special circumstances by appealing to the WYSA Executive Director
 - Players/teams may participate at any level of competition, but must be registered with WYSA
- Attend all required meetings
- Payment of the new club application fee (new clubs) or the annual membership fee (existing clubs)

Standing

Good Standing

A club that maintains all requirements of membership and any new affiliate shall be considered in "Good Standing". Clubs in "Good Standing" continue to receive all the benefits of being an affiliate member, including, but not limited to:

- State provided insurance (refer to WYSA website for current coverages)
- Rights to vote (as outlined in the WYSA bylaws)
- Participation in WYSA activities/leagues
- Access to USYS competitions
- Access to grants

Not Good Standing or Bad Standing

Clubs that do not maintain all requirements of membership are placed in a status of "Not Good Standing". This may also be referred to as "Bad Standing".

Additional items that can place a club in "Not Good Standing" include, but are not limited to:

- Invoices over 90 days past due

- Failure to attend required District meetings
- Delinquent payment of District invoices
- Other items as determined by the WYSA Board of Directors

If a club is in “Not Good Standing” the following consequences may occur:

- All teams and coaches are immediately suspended from WYSA activities (including current leagues and events)
- May not register for future activities
- State provided insurance coverage is suspended (refer to WYSA website for current insurance coverage)
- Lose voting rights
- The club may be reported to USYS and/or USSF for further sanctions

A club can be returned to “Good Standing” by satisfying the requirements of membership, correcting the other issues which resulted in being placed in “Not Good Standing”, and appealing to the WYSA Executive Director in writing of the satisfaction of said requirements. The WYSA Executive Director shall determine if all requirements are met and provide notification to the club if they are returned to “Good Standing”.

Clubs that fail to return to “Good Standing” within one year, or clubs that show a pattern of being placed in “Not Good Standing” may have status as an affiliate member revoked by action of the WYSA Executive Committee.

Policy 005-001: District Duties

Districts are arms of WYSA, and their authority is limited to the authority granted by WYSA. In addition to the requirements outlined in WYSA Bylaws Sections II and V, the Board of Directors prescribes the following duties and responsibilities of the District Association Members (Districts). This is in accordance with Bylaw Article V, Section A, Subsection 4.

District Bylaws

Article V, Section A, Subsection 3 requires each District to establish bylaws. The exact content of the bylaws is determined by the District but must include the following:

- Specify the number, title, and responsibilities of officers that includes the minimum of two elected officers as specified in WYSA Bylaw Article V, Section A, Subsection 2.
- Establish terms of office for the officers that allow for the District clubs to have a voice in the election of the officers on a regular cadence.
- Establish the means of selecting the District’s At Large Director to the WYSA Board of Directors as defined in WYSA bylaw Article IX, Section C.
 - The At Large Director shall be chosen by the District up to 90 days prior to, or at the WYSA Annual General Meeting.
- Establish the authority of the District Council.
- Establish the voting rights of the member clubs and council officers.
- If a District has an administrative position(s), the bylaws shall specify if the position shall have voting rights within the District.
- Ensure there is a process in place for establishment and approval of a budget by the council.
- Ensure that District bylaws do not contradict or conflict with WYSA bylaws.

Additional Duties

Additionally, each District must perform the following duties:

- Hold a minimum of two District council meetings each calendar year.
- Disseminate information from the WYSA Board of Directors and State Office to the District membership.
- Represent constituent members on matters taken up by the WYSA Board of Directors.

- Comply with all bylaws, policies, and requirements of WYSA.
- Adhere to the District's Bylaws and Policies.
- Establish a website or other electronic means (such as a Facebook page) to disseminate District information.
 - WYSA may aid in the establishment of a web page for each District on the State website.
- Assist WYSA in ensuring that each member Club within the District registers every soccer player participating in any WYSA sanctioned activity with WYSA.
- Assist WYSA to ensure that each Club within the District and the members and administrators of each of those Clubs complies with the bylaws, policies, and requirements of WYSA.
- Submit District bylaw or policy changes to WYSA's Executive Director no later than 30 days after the effective date of said changes.
- Encourage, develop, educate, promote, and offer an opportunity to participate in the sport for youth players of all abilities (as defined by USYS and WYSA).
- Administer programs and policies instituted by WYSA and the District Council.
- Make District financial statements and disclosures available to District member clubs and to WYSA within 30 days of being requested.
- Engage with and recruit prospective WYSA members.

Policy 008-001: Hearings and Appeals

Appeals and the appeals process will be handled in accordance with the State Association Policy under the following conditions:

1. Involving Leagues and League Play
 - a. In-house leagues (Intraclub league): Appeals will be first addressed by the club. Then at the District level. Then at the State Association level. If the in-house league/club wishes to establish an appeals fee, this fee shall not exceed \$25 per appeal. If the district wishes to establish an appeals fee, this fee shall not exceed \$125 per appeal. At any level, if the appeal is overturned, then the appeals fee shall be returned to the appellant.
 - b. District League: Appeals will first be addressed at the District level. Then at the State Association level. If the district wishes to establish an appeals fee, this fee shall not exceed \$75 per appeal. The State Association appeals fee shall not exceed \$125 per appeal. At any level, if the appeal is overturned, then the appeals fee shall be returned to the appellant.
 - c. State League: Appeals will first be addressed by the State League. Then at the State Association level. The appeal fee at the State Association level shall not exceed \$125 per appeal. If the appeal is overturned, then the appeals fee shall be returned to the appellant.
2. Involving Disputes within Teams, Clubs, Districts and/or the State Association
 - a. Teams: Appeals will first be addressed by the club. Then at the District level. Then at the State Association level. If the club wishes to establish an appeals fee, this fee shall not exceed \$50 per appeal. If the District wishes to establish an appeals fee, this fee shall not exceed \$75 per appeal. If the State Association wishes to establish an appeals fee, the appeals fee shall not exceed \$125 per appeal. At any level, if the appeal is overturned, then the appeals fee shall be returned to the appellant.
 - b. Clubs: Appeals will first be addressed at the District level. Then at the State Association level. If the District wishes to establish an appeals fee, this fee shall not exceed \$75 per appeal. The State Association appeals fee shall not exceed \$125 per appeal. At any level, if the appeal is overturned, then the appeals fee shall be returned to the appellant.
 - c. Districts: Appeals will be addressed at the State Association level. The State Association appeals fee shall not exceed \$125 per appeal. At any level, if the appeal is overturned, then the appeals fee shall be returned to the appellant.
 - d. State Association: Appeals will be addressed at the State Association level. The State Association appeals fee shall not exceed \$125 per appeal. At any level, if the appeal is overturned, then the appeals fee shall be returned to the appellant.
3. USSF Bylaw 701 Hearing Procedures

Section 1

In all hearings conducted under these bylaws, the parties shall be accorded the following:

- a. Notice of the specific charges or alleged violations in writing and possible consequences if the charges, claims, or allegations are found to be true.
- b. Reasonable time between receipt of the notice of charges and the hearing within which to prepare a defense.
- c. The right to have the hearing conducted at a time and place to make it practical for the respondent to attend.
- d. A hearing before a disinterested and impartial panel.
- e. The right to be assisted (including by counsel) in the presentation of one's case at the hearing.
- f. The right to call witnesses and present oral and written evidence and argument.
- g. The right to confront witnesses, including the right to be provided with the identity of witnesses in advance of the hearing.
- h. The right to have a record made of the hearing if desired.
- i. A timely written decision, containing findings of fact and with reasons for the decision, based solely on the evidence of record; and
- j. Notice of any substantive and material action of the hearing panel during the proceedings.

Section 2

No ex parte communication is permitted between a party and any person involved in making their decision or procedural determination except to provide explanations involving procedures to be followed.

Section 3

Hearing rules and procedures shall be set forth by policy.

4. Exhaustion of Remedies

- a. Section 1 - No member of WYSA (official, league, club, team, player, coach, administrator or referee) may invoke the aid of courts of the United States or of a state without first exhausting all available remedies within the appropriate soccer organizations, as provided within WYSA.
- b. Section 2 - For violation of this bylaw, the offending party shall be subject to suspension and fines, and shall be liable to WYSA and its Officers and members of the Board of Directors in defending each court action including the following:
 - i. Court Costs
 - ii. Attorney's fees
 - iii. Reasonable compensation for time spent by WYSA Officials and Employees in responding to and defending against allegations in the action, including responses to discovery and court appearances
 - iv. Travel expenses; and
 - v. Expenses for holding special National Council meetings necessitated by court action.

Policy 009-001: Selection of At Large Directors

As per Article IX, Section C, subsection 2, sub-subsection (a), half of all At Large Directors shall be selected for two-year terms in even numbered years, and the other half shall be selected in odd numbered years. To allow districts time to modify their bylaws and comply with this policy, it will take full effect by December 31, 2025.

Districts selecting At Large Directors in even numbered years are:

- Waukesha
- East Central
- State Line
- Kickers
- West

Districts selecting At Large Directors in odd numbered years are:

- Metro
- Midway
- MAYSA
- Ozaukee
- Southeast

Policy 010-001: Standing Committee Duties

The standing committees established by Article X, Section A, Subsection 1 shall perform the duties as outlined in this policy. Each committee shall report to the WYSA Board of Directors at least twice each year.

Governance and Nominating Committee

The Governance and Nominating Committee shall meet at least quarterly, with more frequent meetings added to ensure the fulfillment of the duties outlined below.

- Nominations
 - 90 days prior to the WYSA AGM, with the WYSA Executive Director, solicit nominations from all member organizations for all officer positions up for election at the AGM.
 - Between 90 days to 31 days prior to the WYSA AGM, with the assistance of WYSA staff, vet all candidates to ensure they meet the requirements of the position and successfully complete the risk management process.
 - 30 days prior to the WYSA AGM, along with the WYSA Executive Director, distribute the final list of vetted candidates to WYSA membership.
- Governance
 - Review all proposed bylaw changes submitted in accordance with Article XV of WYSA bylaws.
 - Provide regular review of existing bylaws, and administrative policies (those beginning with 000 to 120).
 - Consult with outside legal counsel, if necessary, on any proposed bylaw changes.
 - Provide a board recommendation for the adoption of bylaw changes.

Finance Committee

The Finance Committee exists for the purpose of ensuring non-operational funds are invested in a manner that is consistent with WYSA policy and in a fiduciary manner to the membership of WYSA. The Finance Committee will meet at least quarterly to:

- Annually review the Investment Policy and the Financial Policies of WYSA.
- Review the status of Investments at each meeting.
- Ensure Investment decisions continue to meet requirements as defined in policy.
- Evaluate additional investment activities and opportunities as necessary.
- Ensure that a financial review or audit is completed in accordance with the WYSA financial policies.

Appeals Committee

The Appeals Committee exists to review appeals policies and procedures and recommend changes where appropriate. The committee will hear all appeals not otherwise designated to a specific committee per WYSA/USYS/USSF policy.

- The appeals committee will include the maximum number of members indicated in Article X of the WYSA Bylaws.
- The full committee will meet at least twice each year.
 - Review of policies and procedures, including any applicable fees.
 - Review of completed appeals since the last meeting.
- Appeal hearings will consist of three members of the committee chosen based on:
 - Availability of the members.
 - Avoiding potential conflicts of interest.

- In the event three committee members are not available, and a hearing is time sensitive, up to two outside people can be asked to sit on the hearing panel.
 - The committee chair will select people who do not have any appearance of a conflict of interest.

Disciplinary Committee

The Disciplinary Committee exists to hear cases on any disciplinary matter in which the Articles of Incorporation, Bylaws, or Rules and Procedures of WYSA may have been violated and on any incident that may bring WYSA or affiliated organizations into disrepute.

- Convene hearings in a timely manner.
- Hearings must contain at least three committee members and have an odd number.
- Provide decisions on hearings in a timely manner.
- Review policies and procedures related to the disciplinary committee on an annual basis.

Foundation Committee

The Foundation Committee exists to support and advance the charitable initiatives of the Wisconsin Youth Soccer Association (WYSA) through strategic fundraising, community engagement, and stewardship of WYSA funds as allocated by the Board of Directors (“foundation funds”). The Foundation Committee’s efforts shall be known as the “WYSA Foundation Program”. The committee ensures that all foundation activities align with WYSA’s mission.

The Foundation Committee will meet at least quarterly to:

- Oversee and recommend policies governing the acceptance, investment, and distribution of foundation funds.
- Review and evaluate requests for financial assistance, scholarships, or grants administered through the WYSA Foundation Program.
- Promote awareness of the WYSA Foundation Program and its impact among member clubs, partners, and the broader community.
- Collaborate with WYSA staff to identify funding priorities that advance player, coach, referee, and club development.
- Ensure transparency and accountability in the use of foundation funds through regular reporting to the WYSA Board of Directors.

Policy 100-001: Registration

Individuals or Teams

Registration is done through a member organization of WYSA for individual players or teams via the WYSA online registration system.

Age Limit and Competitive Level Definitions

1. **Youth Player.** The term “youth player” shall mean an amateur player who has not turned 19 before the first day of August of the Seasonal Year in which he or she applies for registration.
2. **Attaining Age Limit.** Players attaining the limited age for any age group on or after August 1 will be eligible to play for the full seasonal year.
3. **Age Groups.** All member organizations, unless otherwise sanctioned by the Board of Directors, shall divide play among teams as listed below. Member organizations may utilize two-year age groups for age groups U14 and below, multi-year age group for U15 and above rather than single year age groups without specific Board of Director’s approval. Age divisions shall consist of players who, before the first day of August of the Seasonal Year in which the player applies for registration, are:
 - U19 - Under 19 years old
 - U18 - Under 18 years old
 - U17 - Under 17 years old
 - U16 - Under 16 years old

- U15 - Under 15 years old
 - U14 - Under 14 years old
 - U13 - Under 13 years old
 - U12 - Under 12 years old
 - U11 - Under 11 years old
 - U10 - Under 10 years old
 - U9 - Under 9 years old
 - U8 - Under 8 years old
 - U7 - Under 7 years old
 - U6 - Under 6 years old
 - U5 - Under 5 years old
 - U4 - Under 4 years old
4. Authority to Contest Age. Any player may be called upon to prove their legal age by WYSA staff, by a league commissioner, or by their member organization.
 5. Legal Proof of Age. A birth certificate, passport, driver's license, board of health records, certificate of naturalization, or alien registration card shall be sufficient for proof of age, except in those competitions which specifically state otherwise.
 6. Competition Level. One of the following levels must be specified for player/coaches/team officials/teams when a player/team registration is submitted by the WYSA member via the WYSA online registration system.
 - a. TOPSoccer: A player registered on any team formed specifically for players with disabilities (cognitive or physical) are placed on teams with other players according to ability, not age.
 - b. Pre-K: A Pre-K player is any individual registered with a team in a league that offers open registration, where no player is excluded except based on age, gender consistent with the program scope, or failure to meet the registration deadline. Pre-K programs serve players age-eligible for U3 through U6. Teams are formed using a publicly stated method designed to promote balance, such as a draft, random assignment, or grouping by neighborhood or school area.
 - c. Grassroots: A Grassroots player is any individual registered with a team in a league that offers open registration, where no player is excluded except based on age, gender consistent with the program scope, or failure to meet the registration deadline. Teams are formed using a publicly stated method intended to create balance, such as a draft, random assignment, or grouping by neighborhood or school area.
 - d. Competitive: A Competitive player is any individual registered with a team formed through a selection or tryout process, or with a team in a WYSA-affiliated league that identifies itself as a Competitive League or designates a specific division as a Competitive Division. This Competitive designation applies regardless of the individual's age, the selection or tryout method used, or the team's travel distances.

Registrations per Seasonal Year

Players registered with Wisconsin Youth Soccer Association (WYSA) are permitted to register with only one (1) WYSA-affiliated club at a time.

- A player is considered officially registered once they have been entered into the WYSA registration system under a WYSA member club.
- Dual registration with multiple WYSA clubs is not permitted.
- A player seeking to move from one WYSA club to another must follow the established transfer process and receive all necessary approvals prior to participating with the new club.
- Any player found to be registered with more than one WYSA club at the same time will be deemed ineligible for competition until the registration conflict is resolved.
- Clubs are responsible for verifying player eligibility and ensuring compliance with this policy.

Policy 100-002: Delegates to US Youth Soccer & U.S. Soccer Federation Meetings

The WYSA Executive Committee or Staff may be sent as delegates to meetings for U.S. Soccer or US Youth Soccer.

Policy 100-003: WYSA Refund Policy

Refunds are granted at the discretion of the WYSA Executive Director and are final, with no appeals permitted. No refunds will be issued once a program has entered its final planning or implementation stage. Partial refunds may be considered prior to that stage, with fixed expenses (e.g., site reservations, staff costs, administrative fees) deducted on a pro-rated basis. Registrations may be transferable, depending on the nature of the request, impact on the original event, and space availability in the new program. A transfer fee applies. Participants assume the risk of scheduling conflicts, injuries, personal changes, or other circumstances that may prevent participation.

If WYSA cancels a program due to not meeting the minimum number of required participants, a full refund will be issued.

Policy 150: Regarding Risk Management and Player Safety

Policy 150-001: Athlete and Participant Safety Program

The Athlete and Participant Safety Program was developed to meet requirements set forth by Public Law 115-126 *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* (the “SafeSport Act”), as well as U.S. Soccer Federation Policy 212-3.

Wisconsin Youth Soccer Association has zero tolerance for abuse or misconduct. All participants in the soccer community must play an active role in creating an environment that is free from emotional, physical, or sexual abuse. This program was developed to implement policies and processes to help participants detect and report abuse, respond to it, and prevent future occurrences. In order to maintain compliance with USSF Policy 212-3, WYSA’s Athlete and Participant Safety Program includes six key components: Background Screening Policy, Mandatory Reporting Policy, Training and Education Policy, Prohibited Conduct Policy, Policy to Limit One-on-One Interactions, and Policy on Monitoring and Enforcement. Also included is a list of definitions for key terms mentioned within these six policies.

This program uses the term “Covered Personnel” to refer to those adults (aged 18 and older) to whom these policies apply. Covered Personnel are required to follow all policies included in WYSA’s Athlete and Participant Safety Program. Covered Personnel include adult individuals (aged 18 and over) who are authorized directly by WYSA or indirectly by a member organization that is directly affiliated with WYSA to have:

- a. Routine and/or regular contact with an amateur athlete who is a minor.
- b. Authority over an amateur athlete who is a minor.
- c. Authority over those adults who have routine and/or regular contact with an amateur athlete who is a minor.

This includes:

1. WYSA employees and individuals WYSA formally authorizes, approves, or appoints to (a) serve in a position over or (b) have regular contact with athletes.
2. Coaches, assistant coaches, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by WYSA or otherwise have regular contact with WYSA athletes. All other individuals listed in the WYSA Athlete and Participant Safety Policy as “Covered Personnel”.
3. All athletes and alternates, training partners and guides 18 years of age or older who are selected to participate in WYSA Events. Individuals referenced in this subsection shall have 45 days after reaching the age of majority (18 years of age), to come into compliance with this background check policy. A “WYSA Event” is any WYSA sanctioned activity.
4. Individuals who have regular contact with athletes at WYSA Training Sites. A “WYSA Site” is any facility/location that is formally affiliated with WYSA and used by WYSA or its athletes for competitions and/or training, recovery, coaching purposes.

5. Other individuals who have regular contact with athletes, or who have one-on-one access, as determined by WYSA, in its discretion.

“Routine and/or regular contact” with an amateur athlete who is a minor is defined as recurring, repeated, or periodic contact between an adult and a minor.

“Authority over those adults who have routine and/or regular contact with an amateur athlete who is a minor” is defined as supervisory or decision-making authority over an adult who has recurring, repeated, or periodic contact with minors.

Examples of Covered Personnel may include but are not limited to:

1. WYSA board members.
2. WYSA committee members.
3. WYSA employees and independent contractors.
4. Club and District Board Members, Representatives, Administrators and/or Volunteers.
5. Coaches, Assistant Coaches, Team Managers, Other Team Officials, Team Trainers.
6. All athletes and alternates, training partners and guides 18 years of age or older.
7. Referees*

**While Referees, Referee Coaches, Referee Mentors, Referee Assignors, and other Referee Program-Affiliated Personnel are expected to adhere to these policies due to referee involvement in WYSA sanctioned activities and competitions, it is understood that these individuals are also subject to any policies set forth by the Wisconsin Program for Referee Development and/or U.S. Soccer Policy.*

Many aspects of this policy are issued in order to protect Minor Participants in the sport of soccer who participate in WYSA sanctioned activities and competitions. This policy uses the term “Minor Participants” to refer to athletes, referees, coaches, or otherwise, who are under the lesser of (1) the age of 18; or (2) the age of majority in the applicable state, and who are participating in WYSA sanctioned activities and competitions. Additionally, although this Athlete and Participant Safety Program focuses in many areas on concerns unique to Minor Participants, these policies may be applicable to and are designed to protect participants of all ages.

Should circumstances arise in which an activity or competition sanctioned by WYSA requires the use of adult volunteers and/or other adult individuals who 1) do not have routine and/or regular contact with an amateur athlete who is a minor, and 2) are authorized by WYSA and/or WYSA member organization(s) to act on the behalf of WYSA and/or WYSA member organization(s), the following shall apply:

- a. Adult individuals that do not meet the definition of Covered Personnel as described above shall be prohibited from having one-on-one contact with Minor Participants.
- b. If such adult individuals that do not meet the definition of Covered Personnel as described above have any contact with any Minor Participants, at least one Covered Personnel (who is compliant with all policies included in WYSA’s Athlete and Participant Safety Program) shall be present and will supervise the WYSA sanctioned activity or competition to help ensure the safety of Minor Participants around such adult individuals that do not meet the definition of Covered Personnel as described above.

As part of WYSA’s Athlete and Participant Safety Program, WYSA encourages a culture of respect and open communication in which all participants feel comfortable reporting concerns, whether the concerns involve suspected abuse or any other misconduct. Participants are encouraged to raise concerns to coaches, referees, team administrators, and WYSA employees or board members.

In the event WYSA receives a report or complaint that implicates a reporting obligation to law enforcement authorities (see “Mandatory Reporting Policy”), WYSA will make the report directly to law enforcement and/or will work with the individual who submitted the report or complaint to make the report directly to law

enforcement. WYSA does not tolerate retaliation of any kind. No individual who makes a good faith report of misconduct will be subject to retaliation, including harassment, as a result of making a report.

The WYSA Athlete and Participant Safety Program is not an exclusive statement of all policies and processes pertaining to WYSA and its affiliated leagues and programming. WYSA affiliated clubs may implement additional policies and procedures specific to their operations. Furthermore, the WYSA Employee Handbook provides further guidance applicable to WYSA Employees on other matters to address conduct that may not be covered by the WYSA Athlete and Participant Safety Program.

WYSA recognizes that social norms continue to develop, as does the legal framework under which we operate. Accordingly, the WYSA Athlete and Participant Safety Program will always be subject to modification, amendment and further development by WYSA, in its discretion. The WYSA Athlete and Participant Safety Program and all policies herein may be amended from time to time by vote of the WYSA Board of Directors. Limited exceptions to these policies may be granted by WYSA on a case-by-case basis where appropriate, provided that such exceptions do not materially impact the safety of Minor Participants.

WYSA does not control the day-to-day operations of our direct member organizations or of those organizations that are indirectly affiliated with WYSA via membership or participation with any WYSA direct member organization. WYSA recognizes that individual club and district organizations range in size, structure, resources, operations, and stakeholder needs. Additionally, each organization may have different levels of risk based on very different programs. Accordingly, each organization is encouraged to conduct an independent assessment of its own practices and evaluate how best to implement its own risk management program that maintains compliance with WYSA's Athlete and Participant Safety Program, USSF Policy 212-3, and the SafeSport Act.

The WYSA Athlete and Participant Safety Program and these six policies are hereby issued as of August 1, 2019. To allow adequate opportunity to ensure policy changes and compliance, WYSA direct member organizations, and those organizations that are indirectly affiliated with WYSA via membership or participation with any WYSA direct member organization, are expected to maintain compliance with these requirements on or before September 1, 2019 (but are nonetheless urged to complete compliance as early as practicable). Effective September 1, 2019, any WYSA direct member organization, or any organization that is indirectly affiliated with WYSA via membership or participation with any WYSA direct member organization, not in compliance with the requirements set forth by the WYSA Athlete and Participant Safety Program will be subject to enforcement as provided the "Policy on Monitoring and Enforcement" of this program.

Policy 150-002: Background Screening Policy

Pursuant to U.S. Soccer Policy 212-3, WYSA's Background Screening Policy is in place to set forth requirements pertaining to appropriate background screening. This policy applies to the following individuals:

1. WYSA employees and individuals WYSA formally authorizes, approves, or appoints to (a) serve in a position over or (b) have regular contact with athletes.
2. Coaches, assistant coaches, or personal care assistants who are funded, have a contractual obligation with, or are credentialed by WYSA or otherwise have regular contact with WYSA athletes. All other individuals listed in the WYSA Athlete and Participant Safety Policy as "Covered Personnel".
3. All athletes and alternates, training partners and guides 18 years of age or older who are selected to participate in WYSA Events. Individuals referenced in this subsection shall have 45 days after reaching the age of majority (18 years of age), to come into compliance with this background check policy. A "WYSA Event" is any WYSA sanctioned activity.
4. Individuals who have regular contact with athletes at WYSA Training Sites. A "WYSA Site" is any facility/location that is formally affiliated with WYSA and used by WYSA or its athletes for competitions and/or training, recovery, coaching purposes.
5. Other individuals who have regular contact with athletes, or who have one-on-one access, as determined by WYSA, in its discretion.

Application Process

Every Applicant is required by WYSA to complete a Risk Management Disclosure every two years through WYSA's online risk management system. Applications are subject to a processing fee which is established on an annual basis via the WYSA budget. Applicants must provide their Social Security Number, which will be collected, but not stored in their personal record. Those Applicants who do not have a Social Security Number (international applicants) may be subject to an additional background check with applicable fees. The Risk Management Disclosure authorizes a nationwide criminal background check which is performed on every Risk Management applicant. By submitting a Risk Management Disclosure, the Applicant acknowledges a background check will be completed at the time of application and again in the following seasonal year if their membership is renewed. They also acknowledge that results may be shared with the club, league or association affected.

Risk Management Disqualification Criteria

The WYSA Executive Director will make initial decisions pertaining to an Applicant's eligibility to participate with WYSA. The Executive Director has the authority to immediately disqualify an Applicant based on the results of any criminal history background check(s). The Executive Director also has the authority to request additional information on any offenses and convictions based on the results of any criminal history background check(s).

Upon review of background check results, conviction of any offense substantially related to the duties and responsibilities that the Applicant seeks to perform or is currently performing for WYSA may cause the Risk Management Applicant to be immediately disqualified from participation with WYSA, all WYSA sanctioned activities and events, and all US Youth Soccer related activities and events. WYSA reserves the right to contact the Applicant regarding their criminal history and to request additional details about the background check results. Information provided by the Applicant may be taken into consideration by the WYSA Executive Director in determining the eligibility of the Applicant to participate with WYSA.

WYSA reserves the right to disqualify an individual from employment with WYSA or participation in WYSA activities and events when presented with evidence of inappropriate communication or contact with children even if the Applicant is not charged, convicted, or tried in a court of law. WYSA also reserves the right to disqualify an individual if that individual's behavior and/or conduct are considered detrimental to WYSA and/or the WYSA membership.

WYSA also reserves the right to perform criminal history background check(s) at random time periods on any Applicant who previously applied for Risk Management and who may or may not have a criminal history.

Disqualification Procedure

The WYSA Executive Director will send written notification to every Applicant or individual who has been disqualified with instructions on how to appeal the decision to disqualify. The disqualification remains in effect up to the time an appeal is heard by the WYSA Executive Committee. The disqualified person has ten (10) days from the receipt of the notice of disqualification to submit an appeal in writing to the WYSA State Office.

The WYSA Executive Director will send written notification to every Applicant who is asked to provide more information pertaining to offenses and/or convictions found during the criminal history background check(s). If the Applicant fails to respond within ten (10) days of receipt of the written request for information, the individual will be considered disqualified from participation with WYSA. A reversal of the disqualification will not be considered until the requested information is received.

If an Applicant is arrested or charged with commission of any offense substantially related to the duties and responsibilities that the Applicant seeks to perform or is currently performing for WYSA, the Executive Director may suspend the individual pending resolution of the charges. The applicant will receive a letter of disqualification which will stand until a determination has been made by the legal system and/or the WYSA Executive Director determines that the matter has been resolved. Applicants must immediately report all

arrests or charges, other than arrests or charges for minor traffic offenses, to the WYSA Executive Director. Failure to report an arrest or charge, even if the arrest or charge is deemed not to be substantially related to the Applicant's WYSA duties and responsibilities, may result in the Applicant's disqualification from further employment with WYSA or participation in WYSA activities and events.

The WYSA Executive Director may request additional information from an Applicant at any time if he/she becomes aware of information about an individual that could have a negative impact on WYSA.

Appeal Process

Any person who has been disqualified from participation in WYSA has the right to appeal the initial decision made by the WYSA Executive Director. A written notice of appeal must be received by the Executive Director within ten (10) calendar days of the disqualification letter. If person fails to appeal within the ten (10) day period, they may reapply after one (1) full year from the initial application date.

The appeal hearing will occur at a time and place as determined by the WYSA Executive Committee. The decision made by the Executive Committee is final and will take effect immediately following the notification by the WYSA Executive Director.

Other:

- Risk Management Disqualifications may not be appealed to the United States Soccer Federation or to US Youth Soccer. The United States Soccer Federation and US Youth Soccer defer risk management programs and decisions on Risk Management eligibility to the State Associations. (E.g., USSF Bylaw 213, USYS Bylaw 214.)
- US Youth Soccer Bylaw 252. SUSPENSION BECAUSE OF LITIGATION:

Section 1. Any person participating in a USYS program, or in a program of a State Association or a program of a member of a State Association, who becomes a defendant in litigation detrimental to the welfare of Youth Players or litigation based on activities detrimental to the welfare of Youth Players, shall be suspended from all soccer-related activities. Suspensions under this bylaw shall be determined by the appropriate State Association or the Board of Directors. Matters detrimental to the welfare of Youth Players shall include crimes of moral turpitude and felonies. The person has a right to appeal the suspension only over whether the matter, which is the substance of the accusation, if true, is detrimental to the welfare of Youth Players.

Section 2. On completion of the litigation, the suspended person may inform the body suspending the person under Section 1 of this bylaw that the litigation has been completed and request that the suspension be terminated, and the person reinstated. The suspending body may grant the request of the person or, if the decision of the litigation was adverse to the person, may continue the suspension for a period specified by the suspending body, fine the person, terminate all membership of that person with the suspending body and its members, or any combination of those authorized penalties.

Policy 150-003: Training and Education Policy

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 requires amateur sports organizations to offer consistent training to adult members who are in regular contact with amateur athletes who are minors, and subject to parental consent, to members who are minors, regarding prevention of child abuse. The "Core SafeSport Training" offered by the U.S. Center for SafeSport meets the requirements of WYSA's Athlete & Participant Safety Policy. It consists of three modules: (1) Sexual Misconduct Awareness Education; (2) Mandatory Reporting; and (3) Emotional & Physical Misconduct. Training provides individuals the necessary tools, vocabulary and information to more effectively monitor our sport, minimize the opportunities for child physical or sexual abuse and other types of misconduct, and respond to concerns. Upon initial completion of these three online modules, the individual will have met the "SafeSport Trained" requirement.

All Covered Personnel must complete the “Core SafeSport Training” (three modules) in order to meet the “SafeSport Trained” requirement. All continuing Covered Personnel are required to complete the “Core SafeSport Training” no later than September 1, 2019. Any new Covered Personnel, effective September 1, 2019, are required to complete the “Core SafeSport Training” by the earlier of 1) prior to regular contact with a Minor Participant; or 2) within the first 45 days of the Covered Personnel taking on the role giving them access to Minor Participants. The “SafeSport Trained” requirement is considered valid for two years.

In addition, the U.S. Center for SafeSport offers a “SafeSport Refresher Course.” All Covered Personnel are required to complete the “SafeSport Refresher Course” on a bi-annual basis. Any individual who has NOT completed the “Core SafeSport Training” requirement should complete those three modules and NOT the “SafeSport Refresher Course.”

The “Core SafeSport Training” and “SafeSport Refresher Course” offered by the U.S. Center for SafeSport are available to WYSA Covered Personnel at no additional cost. For more information on accessing these trainings, visit WYSA’s website at www.wiyouthsoccer.com or contact the WYSA State Office.

In order to maintain compliance with USSF Policy 212-3, Minor Participants will also be offered access to training regarding the prevention of child abuse provided by the U.S. Center for SafeSport on an annual basis, with parental consent. Regarding training for Minor Participants, WYSA will track a description of the training(s), the date each training was offered and given, and a description of how each training was offered and given. It is anticipated that this training will be available to Minor Participants by the end of 2019.

In addition to training regarding the prevention of child abuse for Covered Personnel and Minor Participants, the U.S. Center for SafeSport has made Parent Toolkits available on its website:

<https://uscenterforsafesport.org/courses/#empowered-families>

Background Screening, Training & Education Compliance

Every Covered Personnel must complete a Risk Management Disclosure (authorizing a background check), every two years through WYSA’s online risk management system. In addition to the background screening, all Covered Personnel must complete the “Core SafeSport Training” in order to meet the “SafeSport Trained” requirement.

Both an approved background check and completion of the Core SafeSport training is mandatory to obtain a WYSA issued Pass Card. The Pass Card is required of any coach, assistant coach, team trainer, team manager, referee, club or district board member, WYSA administrator, WYSA Board of Directors member, independent contractor (excluding referees who are checked through the referee program), or any other individual seeking affiliation with WYSA or WYSA Affiliated Clubs who has direct or indirect contact or influence on a youth player.

Additionally, team approval in the State Registration system is contingent upon coaches’ compliance with the Background Screening, Training & Education Policies.

Policy 150-004: Mandatory Reporting Policy

The comprehensive *Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017* (the “SafeSport Act”) the *Victims of Child Abuse Act of 1990*, 34 U.S.C. § 20341, et seq., and clarifies who is a mandatory reporter for cases of suspected child abuse. Specifically, the definition of mandatory reporter now includes any “adult who is authorized, by a national governing body, a member of a national governing body, or an amateur sports organization that participates in interstate or international amateur athletic competition, to interact with a minor or amateur athlete at an amateur sports organization facility or at any event sanctioned by a national governing body, a member of a national governing body, or such an amateur sports organization.” Consequently, WYSA requires all participants to understand their reporting obligations under this important federal law.

In accordance with federal legislation, it is WYSA's Mandatory Reporting Policy that all Covered Personnel shall be considered mandatory reporters for cases of suspected child abuse. Individuals who may not be considered "Covered Personnel" under WYSA's Athlete and Participant Safety Program may nonetheless have an obligation to report suspected child abuse under applicable federal or state law. Therefore, WYSA urges all individuals to act to report suspected child abuse.

Under the SafeSport Act, the reporting obligation is triggered when a mandatory reporter becomes aware of "facts that give reason to suspect" a child has suffered an incident of child abuse. Child abuse includes physical or mental injury, sexual abuse or exploitation, or negligent treatment of a child. Sexual Abuse is defined to include the employment, use, persuasion, inducement, enticement, or coercion of a child to engage in, or assist another person to engage in, sexually explicit conduct or the rape, molestation, prostitution, or other form of sexual exploitation of children or incest with children. Mental Injury means harm to a child's psychological or intellectual functioning which may be exhibited by severe anxiety, depression, withdrawal or outward aggressive behavior, or a combination of those behaviors, which may be demonstrated by a change in behavior, emotional response or cognition.

In the event the reporting obligation is triggered, a report must be made within 24 hours, to appropriate law enforcement authorities, as governed by applicable federal and state law. Should the mandatory reporter require assistance making a report to the appropriate law enforcement authority, he or she should consult with the WYSA State Office.

The U.S. Department of Health & Human Services has information available online regarding State Child Abuse and Neglect Reporting Numbers:

https://www.childwelfare.gov/organizations/?CWIGFunctionsaction=rols:main.dsplList&rolType=Custom&RS_ID=5&rList=ROL

The State of Wisconsin Department of Children and Families also has relevant information online specific to Mandatory Reporters in the state of Wisconsin: <https://dcf.wisconsin.gov/cps/mandatedreporters>.

A report to law enforcement may be made anonymously. There is no fee or cost associated with making a report.

WYSA does not tolerate retaliation of any kind. No individual who makes a good faith report will be subject to retaliation, including harassment, as a result of making a report. The SafeSport Act also includes qualified immunity for good faith reports. WYSA urges all mandatory reporters to refrain from judging or evaluating the credibility of such allegations—leave that to law enforcement. The obligation to report is not always satisfied by making an initial report. A Covered Personnel is required to report supplemental information of which he or she becomes aware that may be relevant to a pending investigation.

Importantly, civil or criminal statutes of limitations do not affect or negate the obligation of a Covered Personnel to report possible sexual misconduct. Misconduct should be reported, regardless of when it occurred.

Failure to promptly report suspected child abuse to law enforcement authorities may constitute a violation of federal law and, in any event, will be deemed a violation of WYSA's Athlete and Participant Safety Program and this Mandatory Reporting Policy.

In addition to the obligation to report cases of suspected child abuse to law enforcement pursuant to the SafeSport Act, Covered Personnel must also make a report to the WYSA State Office.

Without limiting the foregoing, it is also WYSA's Mandatory Reporting Policy that Covered Personnel must report *any* suspected violation of the WYSA Athlete and Participant Safety Program to the WYSA Executive

Director. Furthermore, WYSA prohibits retaliation against individuals making good faith reports of any suspected violation of the WYSA Athlete and Participant Safety Program.

Violations of WYSA's Athlete and Participant Safety Program will be handled as described by this program's Policy on Monitoring and Enforcement.

Policy 150-005: Prohibited Conduct Policy

WYSA's Prohibited Conduct Policy is a policy that applies to all WYSA Covered Personnel and Minor Participants as defined in this Athlete and Participant Safety Program, as well as any subcontractor, supplier, customer or third party and their employees in their dealings with WYSA employees. This policy is applicable to all WYSA sanctioned activities and competitions.

All Covered Personnel are responsible for helping ensure that misconduct is avoided. WYSA cannot act to eliminate misconduct unless it has notice of the conduct.

All Covered Personnel have an obligation to cooperate in any investigation of a complaint of misconduct, including providing any and all information concerning the complaint. Failure to do so may be a violation of this Policy.

Any violation of this Prohibited Conduct Policy by Covered Personnel or Minor Participants may subject the individual(s) to disciplinary action. WYSA prohibits retaliation against individuals making good faith reports of misconduct, including potential violations of this Prohibited Conduct Policy by Covered Personnel or Minor Participants.

WYSA is committed to maintaining an environment within its sanctioned activities and competitions that is free from all forms of discrimination, including harassment, on the basis of any legally protected status. Protected status includes race, color, age, religion, marital status, sex, ancestry, national origin, citizenship, veteran's status, pregnancy, disability, sexual orientation, protected activity, or any other characteristic protected by federal, state or local law. The policy also prohibits harassment on the basis of the protected status of an individual's relatives, friends or associates.

WYSA is also committed to maintaining an environment within its sanctioned activities and competitions that is free from all forms of sexual abuse, sexual misconduct, emotional misconduct, physical misconduct, bullying and hazing.

Harassment

Harassment consists of unwelcome conduct, whether verbal, physical or visual, that is based upon a person's protected status. WYSA will not tolerate harassing conduct that creates an intimidating, hostile, or offensive environment during WYSA sanctioned activities and competitions. This Prohibited Conduct Policy forbids harassing conduct even when it does not rise to the level of a violation of law.

Among the types of conduct prohibited by this policy are epithets, slurs, negative stereotyping or intimidating acts based on an individual's protected status and the circulation or posting of written or graphic materials that show hostility toward an individual because of his or her protected status.

Sexual Harassment

Sexual harassment deserves special mention. Sexual harassment may involve individuals of the same or different gender. Unwelcome sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature may constitute sexual harassment.

Examples of conduct which may constitute sexual harassment and are prohibited by this Policy include, but are not limited to:

- unnecessary touching, patting, hugging, pinching, or brushing against a person's body.

- staring, ogling, leering, or whistling at a person.
- continued or repeated verbal abuse of a sexual nature.
- sexually explicit statements, sexual flirtations, advances, propositions, subtle pressure for sexual activity, comments, questions, jokes, or anecdotes.
- graphic or degrading comments about a person's clothing, body or sexual activity.
- sexually suggestive objects, cartoons, posters, calendars, or pictures in the workplace.
- suggestive or obscene letters, notes or invitations.
- harassing use of electronic mail, electronic or instant messaging, or telephone communication systems.
- other physical or verbal conduct of a sexual nature.

Racial, Religious, or National Origin Harassment

Racial, religious, or national origin harassment deserves special mention as well, and is expressly prohibited by WYSA. Racial, religious, or national origin harassment includes any verbal, written, or physical act in which race, religion, or national origin is used or implied in a manner which would make a reasonable person uncomfortable in the environment within WYSA sanctioned activities and competitions. Examples of race, religious or national origin harassment may include, but are not limited to:

- jokes, which include reference to race, religion, or national origin.
- the display or use of objects or pictures which adversely reflect on a person's race, religion, or national origin.
- use of pejorative or demeaning language regarding a person's race, religion, or national origin.

Child Sexual Abuse

Any sexual activity with a child is prohibited. This includes sexual contact with a child that is accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants, and all sexual interactions between an adult and a child, regardless of whether there is deception, or the child understands the sexual nature of the activity.

Sexual Misconduct

Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority is prohibited. Such relationships involve an imbalance of power and are likely to impair judgment or be exploitative. This section does not apply to a pre-existing relationship between two spouses or life partners.

Emotional Misconduct

Emotional misconduct in all forms is prohibited. Emotional misconduct is a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to another person. Non-contact behaviors include verbal acts, physical acts, or acts that deny attention or support; or any act or conduct described as emotional abuse or misconduct under federal or state law (e.g. child abuse, child neglect). Emotional misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance.

Physical Misconduct

Physical misconduct in all forms is prohibited. Physical misconduct is defined as contact or non-contact conduct that results in, or reasonably threatens to, cause physical harm to another person; or any act or conduct described as physical abuse or misconduct under federal or state law (e.g. child abuse, child neglect, assault). Physical misconduct does not include professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline or improving athletic performance. For example, hitting and punching are well-regulated forms of contact in combat sports but have no place in soccer.

Bullying

Intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behaviors that are intended, or have the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s), as a condition of membership are prohibited. Bullying does not include group or team behaviors that (a) are meant to establish normative team behaviors, or (b) promote team cohesion.

Hazing

Coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for (a) joining a group or (b) being socially accepted by a group's members are prohibited. Hazing does not include group or team activities that (a) are meant to establish normative team behaviors or (b) promote team cohesion.

Policy 150-006: Policy to Limit One-on-One Interactions

The majority of child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, the risk of child sexual abuse is reduced. However, one-on-one time with trusted adults is also healthy and valuable for a child. WYSA's Policy to Limit One-on-One Interactions Between Adults and Minors ("Policy to Limit One-on-One Interactions") protects children while allowing for these beneficial relationships. These policies are intended to limit one-on-one interactions between Minor Participants and any Covered Personnel who is not their legal guardian during WYSA sanctioned activities and competitions.

Topics detailed within this policy include:

- One-on-One Interactions, including meetings and individual training sessions
- Massages and rubdowns
- Locker rooms, rest rooms, and changing areas
- Social media and electronic communications
- Local travel
- Team travel

A Minor Participant that reaches the age of majority may not be subject to this policy in their capacity as an athlete, and when interacting with Minor Participants who are aged 16 or older. The Policy to Limit One-on-One Interactions is in effect when this now age of majority athlete interacts with Minor Participants aged 15 or younger. Should a Minor Participant reach the age of majority and then obtain a position that presents a potential power imbalance, such as becoming a coach, the individual is subject to the Policy to Limit One-on-One Interactions.

One-on-One Interactions***Mandatory Components***

This policy applies to all In-Program Contact between Covered Personnel and Minor Athletes.

1. Observable and interruptible

- One-on-one interactions between a Minor Participant and a Covered Personnel (who is not the minor's legal guardian) during WYSA sanctioned activities and competitions are permitted, if they occur at an observable and interruptible distance by another adult.
- Isolated, one-on-one interactions between a Minor Participant and a Covered Personnel (who is not the minor's legal guardian) during WYSA sanctioned activities and competitions are prohibited, except under emergency circumstances, unless:
 - o A Dual Relationship exists; or
 - o The Close-in-Age Exception applies; or
 - o A Minor Athlete needs a Covered Personnel Personal Care Assistant ("PCA"), and:
 - (1) The Minor Athlete's parent/guardian has provided written consent to the WYSA for the Covered Personnel PCA to work with the Minor Athlete; and

- (2) The Covered Personnel PCA has complied with WYSA's Education & Training Policy; and
- (3) The Covered Personnel PCA has complied with WYSA's Background Check Policy.
- 2. Meetings and Training Sessions
Covered Personnel must follow the one-on-one interaction policy in all meetings and training sessions where Minor Athletes are present.
- 3. Meetings with mental health care professionals
If a mental health care professional meets with a Minor Participant at a WYSA event or a facility, which is partially or fully under our jurisdiction, the meeting must be observable and interruptible except if: (1) the door remains unlocked, (2) another adult is present at the facility, (3) the other adult is advised that a closed-door meeting is occurring, although the minor's identity need not be disclosed; (4) the organization is notified that the provider will be meeting with a Minor Athlete, and (5) written legal guardian consent consistent with applicable laws and ethical standards is obtained by the mental health care professional, with a copy provided to WYSA.
- 4. Individual training sessions
 - One-on-one, In-Program, individual training sessions must be observable and interruptible except if:
 - o A Dual Relationship exists; or
 - o The Close-in-Age Exception applies; or
 - o A Minor Athlete needs a Covered Personnel Personal Care Assistant ("PCA"), and:
 - (1) The Minor Athlete's parent/guardian has provided written consent to the WYSA for the Covered Personnel PCA to work with the Minor Athlete; and
 - (2) The Covered Personnel PCA has complied with WYSA's Education & Training Policy; and
 - (3) The Covered Personnel PCA has complied with WYSA's Background Check Policy.

The Covered Personnel providing the individual training must obtain the written permission of the minor's legal guardian at least annually, which may be withdrawn at any time. Parents, guardians, and other caretakers must be allowed to observe the training session.

Recommended Components

- 1. Monitoring
When one-on-one interactions between Covered Personnel and Minor Participants occur at a facility partially or fully under WYSA's jurisdiction, another Covered Personnel will monitor each meeting or training session. Monitoring includes reviewing the parent/guardian consent form, knowing that the one-on-one interaction is occurring, knowing the approximate planned duration of the interaction, and randomly dropping in on the one-on-one.
- 2. Parent Training
Parents/guardians receive the U.S. Center for SafeSport's education and training on child abuse prevention before providing consent for their Minor Athlete to have a meeting or training session with an Adult Participant subject to these policies.

Massages and Rubdowns

Mandatory components

- 1. Application
This policy applies to all In-Program athletic training modalities, massages, or rubdowns of Minor Athletes.
- 2. Licensed, certified professional
 - Any athletic training modalities, massages, or rubdowns performed by a Covered Personnel on a Minor Participant at our facilities or a training or competition venue is prohibited unless such Covered Personnel is a licensed massage therapist.
 - Any athletic training modalities, massages, or rubdowns performed at our facilities or a training or competition venue by a licensed professional must be observable and interruptible. Any massage of a Minor Participant must be done with at least one other adult present and must never be done with only the Minor Participant and licensed massage therapist in the room.

- Even if a coach is a licensed massage therapist, the coach shall not perform a rubdown or massage of a Minor Participant under any circumstances.

Recommended components

1. Written consent
Written consent by a legal guardian shall be obtained at least annually before providing any athletic training modalities, massages, or rubdowns each massage or rubdown on a Minor Participant. Parent must be permitted to be in the room as an observer.
2. Parent training
Parents/guardians receive the U.S. Center for SafeSport education and training on child abuse prevention before providing the consent for their Minor Athlete to receive an athletic training modality, massage, or rubdown.
3. The provider should narrate the steps in the massage, rubdown, or athletic training modality before taking them, seeking assent of the Minor Athlete throughout the process.

Locker Rooms, Rest Rooms and Changing Areas

Mandatory Components

1. Application
This policy applies to:
 - All In-Program Contact between Covered Personnel and Minor Athlete(s) in a locker room, changing area, or similar space
 - Staff and board members of an Amateur Organization Member
2. Use of recording devices
Use of any device's (including a cell phone's) recording capabilities, including voice recording, still cameras, and video cameras in locker rooms, restrooms, changing areas, or similar spaces at a facility under WYSA's jurisdiction is prohibited. Exceptions may be made for media and championship celebrations, provided that: parent/legal guardian consent has been obtained, such exceptions are approved by WYSA, everyone is fully clothed, and two or more Covered Personnel are present.
3. Isolated one-on-one interactions
 - All one-on-one, In-Program contact between Covered Personnel and a Minor Athlete in a locker room, restroom, or changing area must be observable and interruptible, except if:
 - o A Dual Relationship Exists; or
 - o The Close-In-Age Exception applies; or
 - o A Minor Athlete needs and Adult Participant Personal Care Assistant ("PCA"), and:
 - (1) The Minor Athlete's parent/guardian has provided written consent to WYSA for the Covered Personnel PCA to work with the Minor Athlete; and
 - (2) The Covered Personnel PCA has complied with WYSA's education and training policy; and
 - (3) The Covered Personnel PCA has complied with WYSA's screening policy.
 - o If WYSA is using a facility that has access to a single set of facilities, we will designate times for use by Covered Personnel, if any.
4. Undress
Under no circumstances shall Covered Personnel shower with Minor Athletes or otherwise be undressed (disrobed or partially or fully unclothed where private body parts are exposed) in front of minor athletes unless: a Dual Relationship exists; the Close-in-Age Exception applies, or a minor athlete requires a Personal Care Assistance ("PCA") and the PCA requirements set forth in above have been fulfilled.
5. Monitoring
The WYSA, where applicable, and/or WYSA member organizations, where applicable, regularly and randomly monitors the use of locker rooms, restrooms, and changing areas at facilities under our jurisdiction to ensure compliance with these policies. WYSA and/or WYSA member organizations will

provide a private or semi-private place for minor athletes to change clothes or undress at sanctioned events that include lockers rooms and/or changing areas for athlete use.

6. Non-exclusive facility

If the WYSA and/or WYSA member organizations use a facility for WYSA sanctioned activities and competitions and that facility is used by multiple constituents, Covered Personnel are nonetheless required to adhere to the rules set forth here.

Recommended Components

1. To minimize the risk of bullying and hazing, the WYSA, where applicable, and/or WYSA member organizations, where applicable, use locker room monitors to ensure that minors are not left unattended in locker rooms, rest rooms, and changing areas.
2. Adults make every effort to recognize when an athlete goes to the locker room or changing area during practice and competition and, if they do not return in a timely fashion, the WYSA, where applicable, and/or WYSA member organizations, where applicable, will check on the athlete's whereabouts.
3. The WYSA and WYSA member organizations discourage parents from entering locker rooms and changing areas unless it is truly necessary. In those instances, it should only be a same-sex parent. If this is necessary, parents should let a coach or administrator know about this in advance.

Social Media & Electronic Communications

Mandatory components

1. Application
This policy applies to all Covered Personnel.
2. Content
All electronic communication originating from Covered Personnel to Minor Participants must be open and transparent, and professional in nature.
3. Open and transparent
 - All electronic communications between Covered Personnel and a Minor Athlete must be open and transparent except if:
 - o A Dual Relationship Exists or
 - o The Close-In-Age Exception applies or
 - o A Minor Athlete needs an Adult Participant Personal Care Assistant ("PCA"), and:
 - (1) The Minor Athlete's parent/guardian has provided written consent to WYSA for the Covered Personnel PCA to work with the Minor Athlete and
 - (2) The Covered Personnel PCA has complied with WYSA's education and training policy and
 - (3) The Covered Personnel PCA has complied with WYSA's screening policy.
4. Open and transparent means:
 - If a Covered Personnel needs to communicate directly with a Minor Participant via electronic communications, another Covered Personnel or the minor's legal guardian will be copied.
 - If a Minor Participant communicates to the Covered Personnel privately first, the Covered Personnel should respond to the Minor Participant with a copy to another Covered Personnel or the minor's legal guardian.
 - A Covered Personnel communicating electronically to the entire team will copy another Covered Personnel.
 - Minor Participants may "friend" the WYSA or WYSA member organizations' official page(s).
 - Only platforms that allow for open and transparent communication may be used to communicate with Minor Athletes.
5. Prohibited electronic communications
 - Covered Personnel are not permitted to communicate privately via electronic communications with Minor Participants, except under the exceptions above.
 - Covered Personnel are not permitted to "private message," "instant message," "direct message", or send photos via Snapchat or Instagram to a Minor Participant privately, except under the exceptions above.

- Covered Personnel are not permitted to maintain social media connections with Minor Participants; such Covered Personnel are not permitted to accept new personal page requests on social media platforms from Minor Participants and existing social media connections with Minor Participants shall be discontinued, except under the exceptions above.
6. Requests to discontinue
- Legal guardians may request in writing that their child, a Minor Participant, not be contacted through any form of electronic communication by the WYSA, WYSA member organizations, or by specific Covered Personnel(s). The respective organization(s) and/or Covered Personnel(s) will abide by any such request that their child, a Minor Participant, not be contacted via electronic communication, absent emergency circumstances.

Recommended components

1. Hours
 - Electronic communications with Minor Participants will only be sent between the hours of 8:00 a.m. and 8:00 p.m.
2. Monitoring
 - The WYSA, where applicable, and/or WYSA member organizations, where applicable, should monitor their respective social media pages and remove any posts that violate the organization's policies and practices for appropriate behavior.
 - The WYSA, where applicable, and/or WYSA member organizations, where applicable, will inform the legal guardian of a Minor Participant of any prohibited posts, as well as the organization's administrator(s).
3. Social Media Connections
 - Covered Personnel are not permitted to maintain private social media connections with minor athletes and should discontinue existing social media connections with minor athletes.

Transportation

Transportation consists of travel to training, practice, and competition that occurs locally and does not include coordinated overnight stay(s).

Mandatory Components

1. Application

This policy applies to all Covered Personnel.
2. Transportation
 - A Covered Personnel cannot transport a Minor Athlete one-on-one during In-Program travel, except if:
 - o A Dual Relationship Exists or
 - o The Close-In-Age Exception applies or
 - o A Minor Athlete needs and Adult Participant Personal Care Assistant ("PCA"), and
 - (1) The Minor Athlete's parent/guardian has provided written consent to WYSA for the Covered Personnel PCA to work with the Minor Athlete; and
 - (2) The Covered Personnel PCA has complied with WYSA's education and training policy; and
 - (3) The Covered Personnel PCA has complied with WYSA's screening policy.
 - o The Covered Personnel has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
 - Minor Athlete(s) or their parent/guardian can withdraw consent at any time.
 - Covered Personnel may transport Minor Athletes if accompanied by at least one other Covered Personnel or at least two minors.
 - Written consent from a Minor Athlete's parent/guardian is required for all transportation arranged by WYSA or WYSA member organizations.

Recommended Components

1. Shared or Carpool Travel Arrangement
WYSA encourages parents/legal guardians to pick up their child, a Minor Participant, first and drop off their child, a Minor Participant, last in any shared or carpool travel arrangement.
2. Parent Training
Parents/legal guardians receive education concerning child abuse prevention before providing consent for their minor to travel alone with an Adult Participant.

Lodging

Lodging is team travel to a competition or other team activity that the WYSA and/or WYSA member organization(s) plan and supervise, and that requires an overnight stay or use of hotel.

Mandatory Components

1. Application
This policy applies to all Covered Personnel.
2. Team/competition travel
When only one Covered Personnel and one Minor Participant travel to a competition, the Minor Participant must have his/her legal guardian's written permission in advance and for each competition to travel alone with the Covered Personnel.
3. Hotel rooms and Other Sleeping Arrangements
 - All In-Program Contact at a hotel or lodging site between Covered Personnel and a Minor Athlete must be observable and interruptible, and a Covered Personnel cannot share a hotel room or otherwise sleep in the same room with a Minor Athlete, except if:
 - o A Dual Relationship Exists or
 - o The Close-In-Age Exception applies or
 - o A Minor Athlete needs an Adult Participant Personal Care Assistant ("PCA"), and:
 - o The Minor Athlete's parent/guardian has provided written consent to WYSA for the Covered Personnel PCA to work with the Minor Athlete and
 - (1) The Covered Personnel PCA has complied with WYSA's education and training policy; and
 - (2) The Covered Personnel PCA has complied with WYSA's screening policy.
 - (3) The Covered Personnel has advance, written consent to transport the Minor Athlete one-on-one obtained at least annually from the Minor Athlete's parent/guardian.
 - Written consent from a Minor Athlete's parent/guardian must be obtained for all In-Program lodging at least annually.
4. Monitoring or Room Checks During In-Program Travel: If the WYSA, club or team performs room checks during In-Program lodging, the one-on-one interaction policy must be followed and at least two adults must be present for the room checks.
5. Additional Requirements for Lodging Authorized or Funded by WYSA and/or WYSA member organizations
 - Any Participating Adult traveling with the organization must agree to and sign WYSA's Lodging policy at least annually.
 - Covered Personnel that travel overnight with Minor Athletes are assumed to have authority of Minor Athletes and thus must comply with the WYSA education and training policy.
6. Meetings
 - Meetings shall be conducted consistent with the WYSA's policy for one-on-one interactions – i.e., any such meeting shall be observable and interruptible.
 - Meetings shall not be conducted in a hotel room.

Recommended Components

1. Covered Personnel who travel with the WYSA and/or WYSA member organizations must successfully pass a criminal background check and other screening requirements consistent with the organization's policies.
2. During team travel, when doing room checks, attending team meetings and/or other activities, two-deep leadership and observable and interruptible environments should be maintained.

Policy 150-006: Policy on Monitoring and Enforcement

WYSA's Policy on Monitoring and Enforcement is set forth to establish procedures for monitoring and enforcing the WYSA Athlete and Participant Safety Program, as well as to establish an appropriate grievance process to address allegations of misconduct following the report or complaint of misconduct.

WYSA takes all reports of potential violations of the Athlete and Participant Safety Program seriously and is committed to confidentiality and investigation of allegations. The WYSA Risk Executive Director and/or WYSA Legal Counsel may conduct or manage investigations.

In order to monitor and enforce the WYSA Athlete and Participant Safety Program, WYSA reserves the right to, either directly or through a contracted third-party service provider, survey, audit, require certifications of compliance with, or otherwise review compliance with this policy by direct member organizations, and/or those organizations that are indirectly affiliated with WYSA via membership or participation with any WYSA direct member organization. Any WYSA direct member organizations, and/or those organizations that are indirectly affiliated with WYSA via membership or participation with any WYSA direct member organization, that fail to maintain compliance with this policy will be subject to review by the WYSA Board of Directors.

The grievance process for potential policy violations will be materially free of bias and conflicts of interest. Additionally, the grievance process will include the opportunity for review by disinterested and unbiased fact finders, and a right to appeal pursuant to WYSA and/or U.S. Soccer Bylaws, Rules, and Policies.

Should the WYSA Executive Director and/or WYSA Legal Counsel deem that an alleged violation of any provision of the WYSA Athlete and Participant Safety Program is supported, the Covered Personnel who is alleged to have violated the WYSA Athlete and Participant Safety Program will receive written notification in the form of an adverse action letter. An adverse action letter may include a temporary or permanent disqualification, a suspension, a removal from future assignments, or other remedial action (e.g. probation) that impacts participation. Notwithstanding the foregoing, WYSA reserves the right to require additional training (e.g., SafeSport-certified training) on the part of any participant at any time.

The Covered Personnel has the right to an appeal hearing before the WYSA Executive Committee. The adverse action letter from the WYSA Executive Director will include instructions on how to appeal the decision. The Covered Personnel has ten (10) calendar days from the receipt of the adverse action letter to submit an appeal in writing to the WYSA State Office.

Once the adverse action letter is received by the Covered Personnel, that individual must submit a written notice of appeal to the WYSA State Office. The written notice of appeal must be received within ten (10) calendar days from the receipt of the adverse action letter. The individual forfeits all rights to appeal if a written request of appeal is not received by the WYSA State Office within the allotted time period.

The appeal hearing date will be established at the discretion of WYSA Executive Committee. The Covered Personnel may send materials to the WYSA State Office to be reviewed by the WYSA Executive Committee before his or her hearing date. All materials must be received 5 (five) business days before his or her hearing date. All WYSA Executive Committee members present at the meeting may vote. A vote will be taken by the Executive Committee in a private session, and the decision will be relayed in written form to the individual no later than 10 (ten) business days from the date of the meeting.

The WYSA Executive Committee shall have the authority to determine if the individual should be permitted to participate further in WYSA sanctioned activities and competitions, despite the individual's receipt of an adverse action letter. The Executive Committee determines the terms of reinstatements and disqualifications, where applicable.

As stated in the Background Screening Policy of the WYSA Athlete and Participant Safety Program, U.S. Soccer Policy 601-10 does not provide for the appeal of risk management policy disqualifications to the USSF Appeals Committee, for those disqualifications pertaining to the Background Screening Policy.

The decision of the WYSA Executive Committee shall be final and binding on all parties. Pursuant to U.S. Soccer Bylaw 704, the individual has the right to appeal a final decision rendered by WYSA's process for violations of the WYSA Athlete and Participant Safety Policy, excluding those decisions rendered pertaining to the Background Screening Policy of the WYSA Athlete and Participant Safety Program.

Policy 150-007: Definitions for terms included in Program

For the purposes of WYSA's Athlete and Participant Safety Program, we recognize the following definitions for terms used:

1. **Adult Applicant:**
For the purposes of the Background Screening Policy within WYSA's Athlete and Participant Safety Program, an Adult Applicant includes any individual aged 18 or older who is a coach, assistant coach, team manager, assistant team manager, team trainer, team official, WYSA employee, WYSA board member, WYSA committee member, WYSA independent contractor, Club or League President, Club or League Delegate, Club or League Official, Club or League Representative, Club or League Administrator, Club or League Volunteer, or referee, or any other individual aged 18 or older seeking affiliation with WYSA or WYSA affiliated member organizations, who has regular contact with or authority over an amateur athlete who is a minor.
2. **U.S. Center for SafeSport:**
The U.S. Center for SafeSport is an independent 501(c)(3) authorized pursuant to the SafeSport Act, with jurisdiction over the USOC and NGBs with regard to safeguarding amateur athletes against abuse, including emotional, physical and sexual abuse, in sports, and which has been further tasked with certain duties in the areas of education and outreach, policy development, and response and resolution.
3. **Core SafeSport Training:**
The U.S. Center for SafeSport's online training, which consists of three modules: (1) Sexual Misconduct Awareness Education; (2) Mandatory Reporting, and (3) Emotional & Physical Misconduct, or the U.S. Center for SafeSport's in person PPT approved training.
4. **Covered Personnel:**
This policy uses the term "Covered Personnel" to refer to those adults (aged 18 and older) to whom these policies apply. Covered Personnel are required to follow all policies included in WYSA's Athlete and Participant Safety Program. Covered Personnel include adult individuals (aged 18 and over) who are authorized directly by WYSA or indirectly by a club/league that is directly affiliated with WYSA to have regular contact with or authority over an amateur athlete who is a minor. Examples of Covered Personnel include but are not limited to:
 5. WYSA board members.
 6. WYSA committee members.
 - WYSA employees and independent contractors.
 - Club and League Presidents, Club and League Delegates, Club and League Officials, Club and League Representatives, Club and League Administrators, and Club and League Volunteers.
 - Coaches, Assistant Coaches, Team Managers, Assistant Team Managers, Team Officials, and Team Trainers;
 - Referees*

- o *While Referees, Referee Coaches, Referee Mentors, Referee Assignors, and other Referee Program-Affiliated Personnel are expected to adhere to these policies due to referee involvement in WYSA sanctioned activities and competitions, it is understood that these individuals are also subject to any policies set forth by the Wisconsin Referee Committee and/or U.S. Soccer Policy.
- 7. Minor Participants:
Any participant, whether athlete, referee, or otherwise, who is under the lesser of (1) the age of 18; or (2) the age of majority in the applicable state, and who is participating in WYSA sanctioned activities and competitions.
- 8. National Governing Body (NGB):
A U.S. Olympic National Governing Body, Pan American Sport Organization, or Paralympic Sport Organization recognized by the United States Olympic Committee pursuant to the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §§ 220501-220529. U.S. Soccer is a National Governing Body.
- 9. Routine and/or regular contact with an amateur athlete who is a minor.
Recurring, repeated or periodic contact between an adult and a minor.
- 10. Authority over those adults who have routine and/or regular contact with an amateur athlete who is a minor.
Supervisory or decision-making authority over an adult who has recurring, repeated, or periodic contact with minors.
- 11. SafeSport Refresher Course:
The U.S. Center for SafeSport's online training course(s) designed for those who have completed the initial "Core SafeSport Training" or the Center's in person PPT approved training designated as "refresher" courses.
- 12. The SafeSport Act:
Public Law 115-126, the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017.
- 13. USOC:
The United States Olympic Committee.

Policy 150-008: Risk Management Policy

Any coach, assistant coach, team trainer, team manager, referee, club or district board member, WYSA administrator, WYSA Board of Directors member, independent contractor, or any other individual seeking affiliation with WYSA or WYSA Affiliated Clubs who has direct or indirect contact or influence on a youth player shall be known collectively as "Applicant" for the purposes of this policy. Any WYSA player registered for the current season with an affiliated WYSA club will be known as "Youth Player" or "Player" for the purposes of this Policy.

- 1. Application Process
Every Applicant is required by WYSA to complete a Risk Management Disclosure every two years through WYSA's online risk management system. Applications are subject to a processing fee which is established on an annual basis via the WYSA budget. Applicants must provide their Social Security Number, which will be collected, but not stored in their personal record. Those Applicants who do not have a Social Security Number (international applicants) may be subject to an additional background check with applicable fees. The Risk Management Disclosure authorizes a nationwide criminal background check which is performed on every Risk Management applicant. By submitting a Risk Management Disclosure, the Applicant acknowledges background check results may be shared with the club, league, or association affected.
- 2. Risk Management Disqualification Criteria
The WYSA Executive Director will make initial decisions pertaining to an Applicant's eligibility to participate with WYSA. The Executive Director has the authority to immediately disqualify an Applicant based on the results of any criminal history background check(s). The Executive Director also has the

authority to request additional information on any offenses and convictions based on the results of any criminal history background check(s).

Upon review of background check results, conviction of any offense substantially related to the duties and responsibilities that the Applicant seeks to perform or is currently performing for WYSA may cause the Risk Management Applicant to be immediately disqualified from participation with WYSA, all WYSA sanctioned activities and events, and all US Youth Soccer related activities and events. WYSA reserves the right to contact the Applicant regarding their criminal history and to request additional details about the background check results. Information provided by the Applicant may be taken into consideration by the WYSA Executive Director in determining the eligibility of the Applicant to participate with WYSA.

WYSA reserves the right to disqualify an individual from employment with WYSA or participation in WYSA activities and events when presented with evidence of inappropriate communication, contact, or contact with children even if the Applicant is not charged, convicted, or tried in a court of law. WYSA also reserves the right to disqualify an individual if that individual's behavior and/or conduct are considered detrimental to WYSA and/or the WYSA membership.

WYSA also reserves the right to perform criminal history background check(s) at random time periods on any Applicant who previously applied for Risk Management and who may or may not have a criminal history.

3. Disqualification Procedure

The WYSA Executive Director will send written notification to every Applicant or individual who has been disqualified with instructions on how to appeal the decision to disqualify. The disqualification remains in effect up to the time an appeal is heard by the WYSA Executive Committee. The disqualified person has ten (10) days from receipt of the notice of disqualification to submit an appeal in writing to the WYSA State Office.

The WYSA Executive Director will send written notification to every Applicant who is asked to provide more information pertaining to offenses and/or convictions found during the criminal history background check(s). If the Applicant fails to respond within ten (10) days of receipt of the written request for information, the individual will be considered disqualified from participation with WYSA. A reversal of the disqualification will not be considered until the requested information is received.

If an Applicant is arrested or charged with commission of any offense substantially related to the duties and responsibilities that the Applicant seeks to perform or is currently performing for WYSA, the Executive Director may suspend the individual pending resolution of the charges. The applicant will receive a letter of disqualification which will stand until a determination has been made by the legal system and/or the WYSA Executive Director determines that the matter has been resolved. Applicants must immediately report all arrests or charges, other than arrests or charges for minor traffic offenses, to the WYSA Executive Director. Failure to report an arrest or charge, even if the arrest or charge is deemed not to be substantially related to the Applicant's WYSA duties and responsibilities, may result in the Applicant's disqualification from further employment with WYSA or participation in WYSA activities and events.

The WYSA Executive Director may request additional information from an Applicant at any time if it becomes aware of information about an individual that could have a negative impact on WYSA.

4. Appeal Process

Any person who has been disqualified from participation with WYSA has the right to appeal the initial decision made by the WYSA Executive Director. A written notice of appeal must be received by the Executive Director within ten (10) calendar days of the disqualification letter. In the event, that person fails to appeal within the ten (10) day period, they may reapply after one (1) full year from the initial application date.

The appeal will occur at a time and place as determined by the WYSA Executive Committee. The decision made by the Executive Committee is final and will take effect immediately following the notification by the WYSA Executive Director.

5. Other:

- Risk Management Disqualifications may not be appealed to the United States Soccer Federation or to US Youth Soccer. The United States Soccer Federation and US Youth Soccer defer risk management programs and decisions on Risk Management eligibility to the State Associations. (E.g., USSF Bylaw 213, USYS Bylaw 214.)
- US Youth Soccer Bylaw 252. Suspension because of Litigation:
Section 1. Any person participating in a USYS program, or in a program of a State Association or a program of a member of a State Association, who becomes a defendant in litigation detrimental to the welfare of Youth Players or litigation based on activities detrimental to the welfare of Youth Players, shall be suspended from all soccer-related activities. Suspensions under this bylaw shall be determined by the appropriate State Association or the Board of Directors. Matters detrimental to the welfare of Youth Players shall include crimes of moral turpitude and felonies. The person has a right to appeal the suspension only over whether the matter which is the substance of the accusation, if true, is detrimental to the welfare of Youth Players.

Section 2. On completion of the litigation, the suspended person may inform the body suspending the person under section 1 of this bylaw that the litigation has been completed and request that the suspension be terminated and the person reinstated. The suspending body may grant the request of the person or, if the decision of the litigation was adverse to the person, may continue the suspension for a period specified by the suspending body, fine the person, terminate all membership of that person with the suspending body and its members, or any combination of those authorized penalties.

Policy 160: Policies Regarding to Sideline Behavior

160-001: Coach Responsibilities and Behavior Guidelines

Coaching is a privilege granted by clubs and parents and with this privilege comes responsibilities. Coaches should keep in mind their position as role models for their players.

WYSA expects coaches to abide by the following guidelines:

1. Coaches should participate in the post-game handshake.
2. Coaches should refrain from negative coaching from the sidelines and refrain from yelling at players, opponents, and game officials from the sidelines.
3. Coaches are required to have in their possession a WYSA coach pass card. To obtain a WYSA coach pass card, a coach must complete the risk management application. This element is a part of the State Association's Risk Management program and is a requirement of membership.
4. Coaches are required to have the appropriate license for the age and competitive level of the team they are coaching.

Policy 160-002: Misconduct

Coaches and other team officials shall be subject to all rules pertaining to misconduct contained herein and as published by the USSF, including cautions, ejections, and standard suspensions. Any coach or team official shall be held responsible for the actions of any individual(s) who violate these rules and who, in the opinion of the disciplinary authority, is a supporter of that team.

Policy 160-003: Discipline Policies

1. General Cases. In general cases, the member organizations shall be responsible for governing those people associated within their operation and shall establish procedures to that effect. However, it is

the duty of all member organization officers, coaches, referees and assistant referees to report immediately any infraction of “Misconduct Toward Game Officials” and “Misconduct of Game Officials”.

2. Member Organization Discipline and Appeal Procedures. Member organizations shall provide procedures for discipline, protest, and appeals for their affiliated members. All grievances involving the right to participate and compete in activities sponsored by the USSF and the WYSA and its members may be appealed to the USSF’s appeal committee that shall have jurisdiction to approve, modify, or reverse a decision. All hearings shall comply with USSF Bylaw 701 and USSF Policy 701-1.
3. Line of Authority. Should any person, team, or member organization want to appeal any decision, the line of authority shall be from the member organization to the WYSA Disciplinary Committee or the WYSA Appeals committee, to the line of authority as specified by United States Soccer Federation.

Policy 161-199: Reserved for Additional State Level Policies Applicable to all Members

Policy 161-001: Player Responsibility

A player’s first responsibility shall be to the team that they are originally (permanently) rostered to for the seasonal year. If the tournament rules allow club passes, then teams may use a club player pass for tournament play.

Policy 162-001: WYSA Age Exemption Policy

Exceptions for age eligibility or roster size may be granted at the discretion of WYSA based on the specific circumstances of each request. Consideration will be given to factors such as player safety, developmental appropriateness, and alignment with the goals of the program. All requests must follow the established application process, and approval is not guaranteed.

Policy 163-001: Tryouts

The WYSA Tryout Policy applies to all clubs that register Competitive players with WYSA.

Public Promotion

Clubs are permitted to promote their organization, programs, and services to the public at any time. Public promotion includes content shared via a club’s website, advertisements, social media, broadcast emails, flyers, and newsletters.

Club personnel may respond to parent inquiries, verbally or in writing, with general information such as fees, coaching assignments, program expectations, and available roster spots. However, direct and targeted communication with a player’s parent or guardian is only allowed during the Period of Open Promotion. There are no restrictions on soliciting unaffiliated players to join a WYSA club.

Period of Open Promotion

The Period of Open Promotion begins 14 (fourteen) days before the start of the WYSA tryout window and remains open through the tryout window. During Open Promotion clubs can make direct contact with the parent or guardian of a WYSA-registered player, to promote their club, and solicit participation for the next seasonal year.

During the Period of Open Promotion, players may attend team training sessions with other WYSA clubs without requiring authorization from their current club.

The following activities are not permitted during the Period of Open Promotion:

- Direct contact with a player, including phone calls, text messages, emails, social media, or any other form of electronic, written, or in-person communication intended to solicit the player to their club. (Note: Player participation in a team training session is permitted.)
- Discussions of reduced fees that are not consistent with the club’s established policy. Clubs may inform families that financial assistance or scholarships are available, but any discounts must align

with the club's formal guidelines. Clubs may not guarantee reduced costs, such as uniform discounts or lower registration fees, as an incentive to join.

- Extending an offer (verbal or written) to a player prior to the official Uniform Offer Date, unless it is a rebuttal to an offer from a team in a competing organization to WYSA.

Early Offers

Clubs may extend early offers to players registered with them in the current seasonal year under the following circumstances:

1. If the player receives an offer from a team outside of WYSA (e.g., Girls Academy, MLS NEXT, US Club Soccer) or
2. During the Period of Open Promotion.

Early offers must specify a particular team for the upcoming seasonal year. If a player accepts the offer, the club is obligated to register the player on the team named in the offer.

Players may choose to accept early offers at any time; however, they are not required to respond immediately. Clubs must provide up to 72 hours to respond.

2026 Tryout & Offer Dates

Tryouts may be conducted at any time during the WYSA-designated tryout window. Clubs can also hold tryouts and extend offers after the Tryout Window and Uniform Offer Date, provided the players are not currently registered with another WYSA club. The scheduling of tryout dates and times is the discretion of each individual club.

Players must be allowed to attend multiple tryouts without restrictions from their current club and should not be required to attend all sessions of a club's tryout to receive an offer.

	Period of Open Promotion	Tryout Window	Uniform Offer Date
	May 18 – June 26	June 1 – June 25	U11-U14: June 11, 2027 at noon U15-U19 Boys: June 18, 2027 at noon U15-U19 Girls: June 25, 2027 at noon

Offers to Players

Players are not required to attend a tryout to receive an offer. All official offers must be made in writing and include the following information:

1. The date and time the offer is made,
2. The name of club representative issuing the offer, and
3. The specific team the offer pertains to.

If a club needs to modify the original offer, a new written offer must be issued reflecting the changes. The updated offer also requires player acceptance. Any change to the original offer nullifies the player's previous obligation to the club unless the new terms are accepted.

Acceptance of Offers

Acceptance must be submitted in writing. If registering with the club is considered acceptance of an offer, the offer or registration form must clearly state this.

Players may respond immediately to offers but are not required to respond immediately. Offers extended on or after the Uniform Offer Date are valid for at least 24 hours during which the player is guaranteed a spot on the specified team. A club may extend the length of time an offer is valid at their discretion.

A player is officially committed to a club and team when both of the following occur:

1. Written acceptance of the offer, and
2. Submission of the player's registration by a parent or guardian.

Tryout registration does *not* constitute player registration. Refund policies are the discretion of the club. Players who commit to a team and later wish to join a team with another club during the same seasonal year will be subject to the Wisconsin Youth Soccer Association Player Transfer Policy.

Policy 164-001: Player Transfers

1. Player roster transfers are limited to three per team within a club per WYSA registration year (Grassroots & Competitive).
2. A player may only transfer one time per seasonal year.
3. Transfers over the limit may be granted on a case-by-case basis by the WYSA.

A recreational player is committed to a team for the seasonal year upon registration. A competitive player is committed to a team for the seasonal year when a written acceptance occurs, and player registration is completed. If at any time during the registration year, a player wishes to transfer to another club (interclub transfer), a transfer request must be initiated in PlayMetrics.

It is the discretion of the club who holds the original registration to approve or deny a transfer request. Clubs may request fulfillment of financial obligations to the club before authorizing a player release. WYSA will not intervene in financial matters of the club unless the club is operating in conflict with club or WYSA policies.

The WYSA State Office will review each transfer request to ensure it is complete and complies with all applicable WYSA policies. As part of the review process, WYSA staff may contact the requesting party and/or the clubs involved to obtain additional information or clarification. If the review determines that the transfer request involves a violation of the WYSA Poaching Policy, the player's transfer request will be denied.

The player's current club will have ten (10) calendar days from the date of WYSA's notification to respond to the transfer request. If the club does not respond within the seven-day period, the transfer will be automatically approved. WYSA will notify the requesting party once the club has responded or when the seven-day response period has expired.

If a club denies a transfer request, the requesting party has the right to appeal the decision. A \$100 appeal fee will apply. The notice of appeal must be submitted in writing to the WYSA State Office within seventy-two (72) hours of the date the denial notification is issued.

Where an appeal is filed, a transfer hearing panel will be convened to decide on the release of the player. WYSA will make a conscientious effort to facilitate the review panel process in a timely manner. The panel will consist of three neutral parties from the soccer community and provide both the club and the requestor an opportunity to represent their position. Hearings are conducted by conference call. The parties involved will be notified of the panel's decision within 24 hours of the hearing.

This policy only applies to movement from a team in one club to a team in another club. It is not applicable to a player changing teams within the same club (intraclub transfer).

Policy 165-001: Poaching Policy

Poaching is considered a serious offense by the WYSA. Any individual or club found to be in violation of the WYSA Poaching Policy will be subject to sanctions at the discretion of the WYSA Disciplinary Committee. 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 WYSA registered player away from their current 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 club events outside the permitted periods, designated in the Tryout Policy.
2. Any agent making 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. Attempt 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 WYSA 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 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. Except during the WYSA Period of Open Promotion, clubs must receive express written permission from a player's home club before participating in a team training or evaluation. An offer for a position on a team in the current seasonal year is also prohibited if there is 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 USYS sanctioned activities.
4. Other appropriate sanctions as determined by the WYSA Disciplinary Committee.

Player Rights and Additional Opportunities

The WYSA recognizes a player's right 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 player's 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 WYSA sanctioned indoor activity of another club. Sanctioned indoor activities include closed team or club

sponsored training intended for registered members of their club. WYSA hosted or sanctioned indoor or futsal tournaments also require written permission.

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 grassroots 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. During the Period of Open Promotion, players may attend team training sessions with other WYSA clubs without requiring authorization from their current club.
4. Tournament Guest Play: Requires permission from the player’s home club.

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 include copies of emails, text messages, social media communications and/or written statements from parents/guardians.

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

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

Policy 166-001: Leagues

Groups of teams formed together for soccer competitions, usually at the exact same age structures. To form a league affiliated with the WYSA or its member Districts or its member Clubs, an application and operating rules must be submitted to the State Office in advance of the start of the next player registration year (August 1).

Policy 167-001: Tournament Sanctioning

The WYSA Competitions Administrator will oversee the application and sanctioning process. Applications to host tournaments or games must follow the established application policies and procedures of WYSA and USYS. Tournament sanctioning applications must be submitted online to the State Office by the established deadline for the tournament to be considered for the upcoming calendar year.

Tournament sanctioning may be withheld if the tournament has failed to provide the required post tournament report with appropriate fees for the prior year’s event, if the host club is in Not Good Standing, or if the tournament referee assignor is not registered with the Wisconsin Program for Referee Development (WISREF).

Group Play weekends for the Wisconsin State Championships will take priority during the tournament sanctioning process. Tournaments may be but are not guaranteed tournament sanctioning approval during these weekends.

Policy 168-001: Event Teams

Event teams are defined as teams that are formed for competition in a particular event, i.e. tournaments, showcases, or league competitions. An event team allows a player to maintain their existing obligation to their club and be placed on an event roster with another team and/or club for a specific competition. Event teams can be composed of players from multiple clubs. Approval from the home club is necessary for participation. The competition shall define roster requirements. All event teams will be authorized and processed by the State Office.

Policy 169-001: Tournament Only Teams

Tournament only teams are defined as teams registered with a club, whose players are exclusively rostered to a team in the club. The team does not participate in a sanctioned league; its competitions are limited to tournaments. All standard player registration and team rostering rules apply. The procedure to obtain approvals, team rosters and player passes, is also the same as a team playing in leagues.

Policy 170-001: Guest Player Roster Form

The Guest Player Form is required for all teams using players from other club teams (not within the same club) for tournaments, other than the Wisconsin State Championships. Guest Player Roster Form is available in PlayMetrics and will provide teams with the necessary documentation of approval upon completion.

Regarding tournament play, see the tournament application for guest player(s). Also note that not all tournaments permit guest players.

Policy 171-001: Travel Policy

Teams that wish to travel out of Wisconsin to play games must submit notification to WYSA in PlayMetrics.

Policy 172-001: Coach License Compliance Policy

A team must be coached by an individual who is appropriately licensed for the age group and competition level being coached. All coaches, head and assistant, must be properly licensed. The following are the minimum license requirements per age and competition level:

- Grassroots coaches are required, at minimum, to have completed one In-Person Grassroots Module OR a Y1 or Y2 coaching certificate.
- Coaches working with Youth Academy teams are required to have completed a combination of two In-Person Grassroots modules, recommended 4v4, 7v7 OR hold a U.S. Soccer 'E' License.
- Coaches of U11 through U18 Classic teams are required to have completed two In-Person Grassroots Modules, one must be 9v9 or 11v11 OR hold a U.S. Soccer 'E' License.
- Coaches working with U12 – U14 State League teams are required to have completed two In-Person Grassroots Modules, one must be 9v9 or 11v11 OR hold a U.S. Soccer 'E' License.
- Coaches of U15 and older State League teams are required to have the U.S. Soccer 'D' License.

Age Group	Level	Minimum License Required	Compliant Status
U3 – U19	Grassroots	A) Y1 or Y2 Certificate OR B) 1 In-Person Grassroots Module	Compliant 4
U8 – U10	Youth Academy	A) 2 In-Person Grassroots Modules – Recommended 4v4, 7v7 OR B) USSF 'E' License	Compliant 3
U11 – U18	Classic	A) 2 In-Person Grassroots Modules – one must be 9v9 or 11v11 OR B) USSF 'E' License	Compliant 2
U12 – U14	State League	A) 2 In-Person Grassroots Modules – one must be 9v9 or 11v11 OR B) USSF 'E' License	Compliant 2
U15 and older	State League	USSF 'D' License or higher	Compliant 1

A coach possessing an International License or an USC/NSCAA diploma does not receive a USSF License or equivalency from WYSA. WYSA will consider, but will not guarantee, acceptance of an International License or USC/NSCAA Diploma to meet WYSA's coaching compliance requirements. For consideration, coaches must submit to the State Office for approval.

Coach license compliance is the discretion of the Competition Authority and may vary by competition.

Policy 173-001: Referee Game Fees

This referee fee structure has been adopted as a minimum standard for all WYSA clubs and districts beginning with the 2026/2027 seasonal year, with exceptions for in-house leagues, U8 and below games, and WYSA sanctioned tournaments. Competitions that have been granted an exception have discretion over referee fees for those competitions only.

WYSA Leagues (2026-2027)				
Age Group	Games	Referee	AR	AR
U8	2x25	\$ 24.00		
U9	2x25	\$ 40.00		
U10	2x25	\$ 40.00		
U11	2x30	\$ 46.00	\$ 30.00	\$ 30.00
U12	2x30	\$ 46.00	\$ 30.00	\$ 30.00
U13	2x35	\$ 56.00	\$ 40.00	\$ 40.00
U14	2x35	\$ 56.00	\$ 40.00	\$ 40.00
U15	2x40	\$ 70.00	\$ 48.00	\$ 48.00
U16	2x40	\$ 70.00	\$ 48.00	\$ 48.00
U17	2x45	\$ 80.00	\$ 54.00	\$ 54.00
U18	2x45	\$ 80.00	\$ 54.00	\$ 54.00
U19	2x45	\$ 80.00	\$ 54.00	\$ 54.00

Policy 174-001: Referee Assignors

Only referee assignors with an appropriate level of licensing may schedule referees for WYSA sanctioned competitions, including leagues and tournaments. Referee assignor information will be collected through league and tournament applications. It is the club's responsibility to contract a referee assignor for their games at an agreed upon rate.

Policy 200-299: Policies Regarding State Programming

Policy 210: Policies regarding National Championships

Refer to US Youth Soccer policy: <https://www.usyouthsoccer.org/national-championship-series/>

Policy 220: Policies regarding Presidents Cup

Refer to US Youth Soccer policy: <https://www.usyouthsoccer.org/presidents-cup/>

Policy 260: Policies regarding Recognition Awards

The State Office will solicit applications for the Association's annual awards (Recreational & Competitive Coaches of the Year – Boys & Girls; Young Referees of the Year – Male & Female; Volunteer, Administrator, TOPSoccer Coach and TOPSoccer Buddy of the Year), the Mike Kabanica Scholarship and any other awards developed by the State Association and its official sponsors. Nominations for these awards must be received at the State Office by the published deadlines.

Policy 280: Policies regarding State League

Refer to WYSA State League policy: <https://www.wiyouthsoccer.com/wisconsin-leagues/state-league/>

Policy 290: Policies regarding state administered local regional leagues

Refer to Northwest Classic League policy: <https://www.wiyouthsoccer.com/wisconsin-leagues/northwest-classic-league/>

Refer to Southeast Classic League policy: <https://www.wiyouthsoccer.com/wisconsin-leagues/southeast-classic-league/>

Refer to Youth Academy League policy: <https://www.wiyouthsoccer.com/wisconsin-leagues/youth-academy/>

Policy 290-001: Youth Academy Policy

The WYSA Youth Academy Policy applies to clubs who have obtained the “Certified Youth Academy” designation from Wisconsin Youth Soccer Association and/or those clubs participating in a WYSA Youth Academy League. The criterion for the youth academy certification includes properly licensed coaches, compliance with WYSA Athlete and Participant Safety Policies, training standards, minimum club administration requirements, and facilities. Requests to be assessed for academy certification should be sent to the WYSA Director of Coaching.

Academy Promotion

General public promotion of a club, their programs, and services is permitted at any time. Public promotion includes information on a club’s website, public advertisements, flyers, and newsletters. Club personnel may respond to a parent inquiry with general club information such as costs, coach information, program expectations, and spaces available on teams. However, direct contact with the parent/guardian of a player initiated by club staff or an agent of the club to solicit participation is limited to the Period of Open Promotion. The Period of Open Promotion is the same for youth academies as competitive players.

The Period of Open Promotion occurs two weeks before the WYSA tryout window. Open Promotion is defined as direct contact with the parent/guardian of a WYSA player, initiated by club staff or an agent of the club with intent to promote the club. 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. Clubs are responsible for the compliance of any individual acting on their behalf. Youth athletes are not considered agents of the club. Solicitation of unaffiliated players to join a WYSA club is not restricted.

Activities not permitted during the Period of Open Promotion:

- Direct contact with a player (phone calls, text messages, emails, social media, other electronic, written or in person communication)
- Unauthorized player participation in a team training session, evaluation or Open House prior to the tryout window (see WYSA Poaching Policy for authorization requirements).
- Discussions regarding reduced fee structure by any amount for the club being promoted unless consistent with club policy. (i.e. A club may explain to a candidate that scholarships are available, but they must qualify and apply according to the policy. A club cannot guarantee a player a discount of the uniform cost, reduced registration fee, etc. if the player joins the club.)

Evaluations & Open Houses

Clubs may host an evaluation night or open house when Open Promotion begins, not before. These events are to provide program information and/or conduct player evaluations. Evaluations are intended to assess a player’s level of play but should not be used to assign players to a specific team for the program year. Youth academies are vehicles of player development for U8 to U10 players. The characteristics of youth academies

focus on pool rostering of players with flexible game day play. Use of the pool roster concept is highly recommended.

Clubs are expected to be committed to the concept of player development in an academy environment, and it should be clear that the young players within their academy are those who desire to learn and play at a higher level. Parent education is essential to academy programming. It is the club's responsibility to educate parents about the goals, benefits, and expectations of a WYSA Youth Academy. Soccer academies are to be used for training not recruiting.

Player Registration

Registration of youth academy players may begin May 18, the beginning of Open Promotion. A completed registration constitutes an obligation to the club for a seasonal year. Once a player has registered, a transfer request is required for movement to another club.

Policy 300: Policies Regarding General Play

Policy 300-001: Games – Priority of Games

State Championship and Presidents Cup matches take priority over other matches. Sanctioned WYSA league matches are next priority following State Championships and Presidents Cup. Tournament matches follow State Championships, Presidents Cup matches, and league games.

Policy 300-002: Rules of Play

Rules of play for youth shall be the “Laws of the Game”, as published by FIFA. Modifications, permitted for local associations and youth soccer, shall be published. All contests sanctioned by WYSA shall abide by the FIFA “Laws of the Game”, and modifications published by WYSA.

Policy 300-003: Modifications

Players U5 to U12 shall play by the Player Development Initiatives as published by U.S. Soccer unless otherwise approved by the WYSA Board of Directors.

Policy 300-004: Field of Play

General conditions. The field of play shall be reasonably flat, grassy fields, free from structures which may endanger the players. The field must be rectangular. The length of the touchline must be greater than the length of the goal line. The home team will be responsible for the condition of the grounds, the proper field markings and proper equipment. Nets and corner flags are recommended. Goals are required to be properly installed. Moveable goals must be anchored. The game will not be permitted to start if the movable goals are not anchored.

Dimensions. The following indicates field dimensions by age group.

Age	Length	Width	Goal Size	Penalty Area	Build Out Line
U5 – U8	25-35 yards	15-25 yards	4 ft x 6 ft	6 yards	No
U9 – U10	55-65 yards	35-45 yards	6.5 ft x 18.5 ft	10 yards	Yes*
U11 – U12	70-80 yards	45-55 yards	7 ft x 21 ft	12 yards	No
U13	112 yards	75 yards	8 ft x 24 ft	18 yards	No
U14 – U19	120 yards	80 yards	8 ft x 24 ft	18 yards	No

*Build out lines should be equidistant between the penalty area line and halfway line.

Policy 300-005: Length of Games and Size of Ball

The length of games and the ball size shall be as follows:

Age	Length of Game	Half Time	Ball Size
U5 – U8	2 x 25 minutes	5 minutes	Size 3
U9 – U10	2 x 25 minutes	10 minutes	Size 4
U11 – U12	2 x 30 minutes	10 minutes	Size 4
U13 – U14	2 x 35 minutes	15 minutes	Size 5
U15 – U16	2 x 40 minutes	15 minutes	Size 5
U17 – U19	2 x 45 minutes	15 minutes	Size 5

Policy 300-006: Substitutions

The number of substitutions shall be unlimited unless competition under WYSA jurisdiction determines otherwise. Substitutes may not enter the field of play until receiving a signal to do so from the referee and must do so at the half line. Substitutions may be made by either team at the following times:

1. Prior to a throw-in, with the following exception: if the team taking the throw-in does not substitute then substitution is prohibited.
2. Prior to a goal kick.
3. After a goal is scored.
4. After an injury, when the referee stops play.
5. At half time.
6. After a Caution (a yellow card), the carded player(s) may be substituted, and if substituted, the opposing team may substitute a like number of players.

Policy 300-007: Equipment and Uniforms

Player equipment shall consist of a jersey or shirt, shorts, socks, footwear and shin guards. Shin guards are mandatory. Shin guards are covered entirely by the sock, are made of suitable material, and shall be properly sized to provide a reasonable degree of protection.

Except for the goalkeepers, opposing teams shall be differentiated from each other. Goalkeepers must wear colors that differentiate them from the field players.

Policy 300-008: Home Team Responsibilities

1. If both teams wear uniforms that are of the same or similar colors, the home team must effect a change to colors that are distinct from those of the opponent if requested by the referee.
2. The home team shall be responsible for the condition of the grounds, the proper field markings, and proper equipment. The home team shall be responsible for following goal safety protocols and proper goal anchoring. Goal nets and corner flags are recommended.
3. The home team shall be responsible for providing a game ball.
4. In the event the referee declares the condition of the grounds improper, the game is to be rescheduled. The home team will pay the referee fees for the cancelled game.

Policy 301-001: Player Pass Cards

1. Electronic pass cards are permitted unless competition rules specifically state otherwise.
2. If required by the competition, all players shall present to the referee their player's pass card before the start of the game.

Policy 302-001: Club Pass Policy

A club pass allows a registered player from one team's roster to compete with another team within the same club. This is an intraclub arrangement and may not be used between two different clubs. Players are eligible to be club passed to any age-appropriate team within their club, and there is no limit to the number of club pass players per competition, provided the total roster does not exceed the maximum number of players allowed under WYSA policy.

Club pass players must be listed on the official game-day roster. The club president or director of coaching is responsible for overseeing the implementation of club passes and ensuring compliance with WYSA policies. A player's primary obligation is to their original rostered team for the seasonal year. Male players may not participate in female leagues unless the league is designated as co-ed.

WYSA-sanctioned tournaments are encouraged to recognize club passes. When a tournament allows the use of club passes, those players do not count as guest players. Guest players, in contrast, are players from a different club and count toward the maximum allowable guest player limit.

Policy 303-001: Ineligible or Improperly Registered Player

- A. Any team playing a player, who is ineligible, whether accidentally, intentionally, or otherwise, shall forfeit the game(s) in which that player takes part and may face further disciplinary action by the member organization and/or the WYSA Disciplinary Committee, depending upon the nature of the violation.
- B. In case of forfeiture, the score shall stand 1-0 against the forfeiting team, unless the member organization or competition has a different forfeiture score.

Policy 304-001: Roster Limit

The minimum and maximum roster sizes are as noted below.

Playing Format	Age Level	Roster Minimum	Roster Maximum
4v4 (no GK)	U6 and younger	4	8
4v4 (no GK)	U7 & U8	4	8
7v7 (6v6 with GK)	U9 & U10	6	12
9v9 (8v8 with GK)	U11 & U12	7	16
11v11 (10v10 with GK)	U13 – U19	7	22

1. The maximum number of players on a standard team shall not exceed the allowable number of players on a team per the table above. U12 and younger may use Pool Rostering with no maximum. The maximum number of players in uniform and allowed to participate shall not exceed the roster max. When the Academy model is utilized, the roster maximum may exceed the numbers noted in the chart above.
2. Districts may adjust roster sizes for play within their leagues.
3. For all age groups allowing a 22-player roster, the game roster shall have a maximum of 18 players.

Policy 305-001: Inclement Weather Policy

Lightning Safety

Whenever there is lightning present during a WYSA sanctioned activity (practice, game, or tournament) it is the responsibility of the hosting club to determine if it is safe to remain outdoors and playing.

Education and prevention are the keys to lightning safety. The below guidelines are meant to be an educational source and the steps outlined are recommended by WYSA to limit the lightning risk.

1. Designate a person (Club Director, Board Member, or Head Coach (practice situation only)) to monitor threatening weather and to make the decision to remove teams, players, spectators, event/game personnel and individuals from an athletic complex or event.
2. Monitor local weather reports each day before any event or practice.
 - Be aware of potential weather situations that could develop during scheduled events or practices.

- Weather reports can be found through local news coverage, internet, cable and satellite weather programming, the National Weather Service, and by smartphone applications.
3. Work with the athletic complex designee to establish a working relationship between the club system and protocols and athletic complex system and protocols.
 - If the athletic complex DOES NOT have a working system in place, the club will provide the primary system used for lightning.
 - If the athletic complex DOES have an existing working system, discuss the working details of both to determine which is more engaged and stricter.
 - Preference would be to use the club system but to understand the athletic complex rules, regulations, and liabilities.
 4. Be informed of National Weather Service (NWS) issued thunderstorm “watches” or “warnings,” and the warning signs of developing thunderstorms in the area, such as high winds or darkening skies.
 - A “watch” is issued when severe thunderstorms are possible in and near the watch area. It does not mean that they will occur. It only means they are possible.
 - A “warning” is issued when severe thunderstorms are occurring or imminent in the warning area.
 - Watches and warnings are not issued for lightning.
 5. Be informed of the electronic system or mobile application issued advisory alerts to the onsite club designee. The following information should be followed to determine if the athletic complex is safe:
 - 30 miles or less: Advisory
 - 20 miles or less: Caution
 - 10 miles or less: Not Safe – remove team(s), players, spectators, event/game personnel and individuals from the athletic complex or event to a safe shelter.
 - Resume athletic activities or events when:
 - o No lightning observed for 30 minutes after both the last sound of thunder and last flash of lightning or informed by the electronic system or mobile application being used.
 - o The storm system is 10 miles away and heading away from the athletic site and no thunder is reported with any possible lightning flashes.
 6. Know where the closest “safe structure or location” is to the field or playing area, how long it takes to evacuate to that location for all event/game personnel, and have access to it.
 - Safe locations
 - o Any building usually occupied or frequented by people. (i.e.: a building with plumbing and/or electric wiring that acts to electrically ground the structure)
 - o In the absence of the above, any vehicle with a hard metal roof with windows shut.
 - Dangerous locations
 - o Outside locations increase the risk of being struck by lightning when thunderstorms are in the area. Small, covered shelters are not safe from lightning. Concession stands, press boxes, rain shelters, maintenance sheds, and picnic shelters, even if they are properly grounded for structural safety, are usually not properly grounded from the effects of lightning and side flashes to people. They are usually very unsafe and may increase the risk of lightning injury. Other dangerous locations include areas connected to, or near, light poles, towers and fences that can carry a nearby strike to people. Also dangerous is any location that makes the person the highest point in the area.
 7. Lightning awareness should be heightened at the first flash of lightning, sound of thunder, and/or other signs such as increasing wind or gradually darkening skies.
 8. Management protocol for lightning injuries.
 - Activate EMS
 - Survey the scene
 - Assess breathing and pulse. An individual that has been struck by lightning does not hold a charge and is safe to handle. Begin CPR as it is safe to do so. Early CPR and AED are the keys to survival.

Tornado Safety

Whenever there is tornado or a threat of a tornado present during a WYSA sanctioned activity (practice, game or tournament) it is the responsibility of the hosting club to determine if it is safe to remain outdoors and playing.

Education and prevention are the keys to tornado safety. These below guidelines are meant to be an educational source and the steps outlined are recommended by WYSA to limit tornado risk and injuries.

1. Designate a person (Club Director, Board Member, or Head Coach (practice situation only)) to monitor threatening weather and to make the decision to remove teams, players, spectators, event/game personnel and individuals from an athletic complex or event.
2. Monitor local weather reports each day before any event or practice.
 - Be aware of potential weather situations that could develop during scheduled events or practices.
 - Weather reports can be found through local news coverage, internet, cable and satellite weather programming, the National Weather Service, and by smartphone applications.
3. Be informed of National Weather Service (NWS) issued Tornado “watches” or “warnings,” and the warning signs of developing tornados in the area, such as rotation in cloud base or greenish black skies.
 - A “watch” is issued when conditions are favorable for the development of tornadoes in and close to the watch area.
 - A “warning” is issued when a tornado is indicated by the radar or sighted by spotters; therefore, people in the affected area should seek safe shelter immediately.
4. Be informed of the electronic system or mobile applications issued advisory alerts to the onsite club designee. The following information should be followed to determine if the athletic complex is safe.
 - 30 miles or less: Advisory
 - 20 miles or less: Caution
 - 10 miles or less: Not Safe – remove team(s), players, spectators, event/game personnel and individuals from the athletics complex or event to a safe shelter.
 - Resume athletic activities or events when:
 - o The storm system is 10 miles away and heading away from the athletic site.
 - o The complex has been properly evaluated and cleared of any possible damage or debris.
5. Know where the closest “safe structure or location” is to the field or playing area, how long it takes to evacuate to that location for all event/game personnel and have access to it. Immediate Action:
 - People with mobility concerns should seek shelter at the time of a tornado watch, NOT a tornado warning.
 - Seek shelter immediately. Areas to look for include a sturdy building. If you can drive away from the tornado safely, do so. DO NOT seek shelter in a car. But if you must, get down in your car and cover your head, or abandon your car and seek shelter in a low-lying area such as a ditch or ravine.
6. Management protocol for tornado injuries.
 - Activate EMS.
 - Survey the scene.
 - Remain calm and listen for instructions and information from emergency personnel and WYSA Representatives.
 - Provide first aid if it can be done safely.

Policy 310: Policies Regarding to Grassroots Play**Policy 310-001: Grassroots Play**

1. A grassroots player is one who is assigned to a team that plays in a grassroots league.
2. Grassroots teams are formed each year.

3. Teams are formed based on geographical area or random selection.
4. All teams under the age of 10 are considered grassroots teams.
5. Districts may adopt policy permitting overage players to be rostered under certain conditions:
 - Must be initiated by the club.
 - No more than two players per team.
 - Players must not be more than six months older than the normal August 1 deadline.
 - Requires club approval.
6. U10 and under players may not be allowed to play up more than two single age group levels from the age group they are age eligible for.
7. No travel permits will be issued for U8 and younger teams for out-of-state travel.
8. Awards for U10 and younger grassroots teams in a tournament will be participation awards.
9. Each player shall play at least half of the game, provided they meet the club's established requirements.