



MICHIGAN STATE
YOUTH SOCCER ASSOCIATION

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September 25, 2012

To: MSYSA League Presidents and Delegates
From: Thomas K. Faro, MSYSA Executive Director
Re: Amendment to MSYSA Rule 3.7, Poaching

Dear MSYSA League Presidents and Delegates:

At its last meeting, the MSYSA Board of Directors voted to amend MSYSA Rule 3.7 as it relates to poaching and illegal recruitment.

A majority of the MSYSA Board of Directors felt that an amendment of the existing rule was needed. Please note that letter "F" has been added to MSYSA Rule 3.7 and reads as follows:

F. In those instances in which allegations of poaching involve only member clubs of a MSYSA member league, it is recommended the MSYSA member league conduct the initial hearing. If the findings of that hearing are appealed, the appeal is to be forwarded to the Poaching and Illegal Recruitment Committee for their review. Allegations involving clubs not associated with a common league should be sent directly to the Poaching and Illegal Recruitment Committee for review.

The inclusion of letter "F" as described above is in effect provisionally as of September 24, 2012. Please familiarize your team officials and members with MSYSA Rule 3.7, as amended. Pursuant to MSYSA Rule 1.2, MSYSA's affiliated leagues will be required to permanently approve (or not approve) the amendment to MSYSA Rule 3.7 at the upcoming MSYSA Annual General Meeting on February 16, 2013.

Sincerely,

A handwritten signature in black ink, appearing to read "TK Faro".

Thomas K. Faro
Executive Director
Michigan State Youth Soccer Association, Inc.
tfaro@michiganyouthsoccer.org

cc: MSYSA Board of Directors
MSYSA Office Staff
MSYSA Poaching and Illegal Recruitment Committee



MSYSA Rule 3.7: Poaching

Poaching is considered a significant offense by this Association and any league, club, or individual found to have committed a poaching violation shall be subject to a significant sanction as determined by the MSYSA board of directors. Such sanctions may include a financial penalty of \$2,000 or more, loss of coaching privileges for a year, and ineligibility to participate in MSYSA authorized events including MSYSA's State Cup Tournament, the Mid-West Regional League or any other appropriate sanction.

Any club, team, or league which through its responsible officers or representatives,

- A. Attempts at any time prior to the approved tryout start date of any seasonal year to induce a registered player (or their parent or their guardian) of any team, or any team as a whole, club, or league under the jurisdiction of this Association to leave their current affiliation before the end of the current seasonal year will be considered a poaching violation.
- B. Attempts at any time prior to the approved tryout start date of any seasonal year to induce a registered player (or their parent or their guardian) of any team, or any team as a whole, club, or league under the jurisdiction of this Association to leave their current affiliation for the following seasonal year will be considered a poaching violation.
- C. Teams or clubs requesting to change MSYSA leagues during the seasonal year must obtain written permission of the president of their present league before that move is permitted.
- D. In those instances in which a coach moves from one club to another separate and distinct club at the end of the seasonal year, the coach may not coach players of the same gender and succeeding age group for that seasonal year. In addition, the coach may not serve as a rostered team official or non-rostered trainer for the same gender and succeeding age group for that seasonal year. For example, if a U11 boys coach moves to another club, the coach may not coach a U12 boy's team the following seasonal year. These prohibitions shall last one seasonal year. If a coach moves from one club to another separate and distinct club during the seasonal year, the prohibitions shall be enforced for the remainder of that seasonal year and the following seasonal year. This rule does not apply under the following:
 - a. The coach's club dissolves.
 - b. The coach moves 100 miles making the commute to the coach's existing club impractical.
 - c. The appropriate prior club representative, the club president or DOC, agrees in writing to the coach's move to a different club.
- E. Contact initiated by a responsible representative of a club, team or league between a registered player or player's parents other than the player's registered soccer organization will be considered poaching.

For purposes of this rule, contact is not limited to personnel contact, but will include contact by phone, text, emails, face book and all other social media. Responsible representatives include but are not limited to parents of team members, trainers, team managers, club or league board members, and club or league directors of coaching. The appropriate response by the responsible representative to player initiated contact is to provide requested information. Any recommendation for the player to attend training, tryouts or any other team, club or league soccer event by the representative would be inappropriate and considered an attempt to induce a player to leave their present soccer organization. A club or league advertising on their own website is not considered poaching. Attendance by the player at such events when initiated by the player or player's parents will not be considered poaching.
- F. **In those instances in which allegations of poaching involve only member clubs of a MSYSA member league, it is recommended the MSYSA member league conduct the initial hearing. If the findings of that hearing are appealed, the appeal is to be forwarded to the Poaching and Illegal Recruitment committee for their review. Allegations involving clubs not associated with a common league should be sent directly to the Poaching and Illegal Recruitment committee for review.**

