



Policy Category	Operational - Program
Policy Name	CDMFA Player Recruitment / Tampering Policy
Source	ASAA Policy Handbook 2023-24, UCCMS, CDMFA Code of Conduct
Date	2024-03, 2025-10 draft
Reference Policies	Dispute Resolution Process, Recruitment Zones & Boundaries

## Player Recruitment & Tampering

The CDMFA Mission Statement:

*To be an association of football clubs that strives for a safe, affordable, and first-class amateur football opportunity in the Capital District by governing league play, supporting member organizations, and promoting teamwork, leadership, and good sportsmanship with a focus on the development of participants and the enjoyment of everyone.*

Athletic recruitment undermines the mission and vision of CDMFA and promotes values that are inconsistent with the objectives of the Association. To meet the objectives of the CDMFA, board members of member associations, athletic directors, coaches, players, and other stakeholders (e.g. alumni associations, booster clubs and parent groups) must refrain from recruitment by means of influence or inducements that could or do encourage a player to enroll in or transfer to another club or team in the CDMFA. All stakeholders have a positive duty to discourage an athletically motivated transfer. Failure to discourage a transfer that is obviously athletically motivated constitutes recruitment. Stakeholders have a positive duty to take reasonable, documented steps to discourage an athletically motivated transfer, which shall include, but not be limited to, verbally advising the player/parent/guardian of this policy and documenting the date and content of the advisory discussion. Failure to document or advise may constitute a failure to discourage. The fact that transfer eligibility has been approved in no way excuses recruitment.

1. There is a broad range of behaviours that could alone or when considered in part or in whole be deemed to be recruitment. While the facts of each allegation will be considered on a case-by-case basis, the following may indicate that a player has been recruited, contrary to the terms of this policy:
  - 1.1. Any offer of monetary or transportation assistance to a player, parent, or guardian (including fees, registration, or other allowances or waivers).
  - 1.2. Offering or accepting of privileges or considerations not normally granted to other players.
  - 1.3. Any inducement or attempted inducement of parents, guardians, or players to change their location of residence for athletic reasons. Facilitating a change of guardianship for the purpose of changing the location of an athlete's residence so that they can transfer programs will be considered recruitment unless there are other compelling reasons for the change of guardianship (e.g. to protect the player from physical or emotional abuse).
  - 1.4. Contact with a player or parent or guardian of a player who participates in another club/team to persuade that player, primarily for athletic purposes, to attend the inducer's program.



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- 1.4.1. Criteria that may be considered in determining 'primarily for athletic purposes' include, but are not limited to, offers of guaranteed playing time, a starting position, special access to training, or team captaincy/leadership roles.
- 1.5. The attempt to persuade or induce a player, primarily for athletic purposes, to remain in the inducer's club/team, when the player had otherwise decided to transfer to another club/team.
2. If a person has knowledge of recruitment, as defined herein, they shall provide written notice of the allegation of the recruitment to the President of the Club/Association involved, the CDMFA Dispute Resolution Chairperson, and the President of the CDMFA, using the prescribed [CDMFA Formal Complaint Form](#) found on the CDMFA website.
3. Upon becoming aware of facts or circumstances that might indicate that recruitment contrary to this policy may have occurred or upon being directed to do so by the CDMFA Executive, the CDMFA Dispute Resolution Chairperson shall commence and complete an investigation to determine if this policy has been violated. Unless the CDMFA President says otherwise, investigations to determine if there has been a breach of this policy will be conducted as per the CDMFA Dispute Resolution Process.
4. Any player, coach, manager, or board member who fails or refuses to cooperate with and assist in the investigation is in violation of this policy and is also in violation of the **CDMFA Code of Conduct** (Duty to Report/Comply) and is subject to the penalties outlined herein and in the **Dispute Resolution Policy**. After being afforded an opportunity to respond to that allegation may be:
  - 4.1. Excluded from any CDMFA related competition at local, zone or provincial level by the CDMFA Executive for any period of time that the CDMFA Executive in its absolute discretion deems appropriate; or
  - 4.2. Subjected to such other penalties as the CDMFA Executive in its absolute discretion deems appropriate.
5. Unless there are special circumstances as determined by the CDMFA Executive, the investigation and decision process described in this policy will not be engaged in the period 30 clear days before the provincial championship is completed. Any formal complaint of recruitment or tampering received during this period will be formally accepted, but the investigation will be deferred and shall commence immediately following the completion of the provincial championship.
6. The CDMFA Executive reserves the right to not engage in the decision-making process described in this policy for any reason including the passage of time since the occurrence of the alleged recruitment
7. Any player, coach, manager, board member of a club/association who violates this policy may be excluded from any CDMFA related competition at local, zone or provincial level by the CDMFA Executive for any period of time that the CDMFA Executive in its absolute discretion deems appropriate and may be subjected to such other penalty as the CDMFA Executive in its absolute discretion deems appropriate. Without limiting the generality of the foregoing, **any player who has been recruited in violation of this policy may be deemed ineligible for any CDMFA provincial competition or any activity leading to a provincial competition for the remainder of the current season of play or for a period of one (1) full calendar year from the date of the determination of the violation, whichever is longer..**
8. In addition to any other consequences imposed, the CDMFA Executive:
  - 8.1. When, prior to CDMFA playoffs/championships, it is determined that a coach, player or other person associated with a team from any CDMFA member club/association has violated this policy, that team may be suspended from participating in CDMFA playoff/championship and any activity leading to a championship for that season.



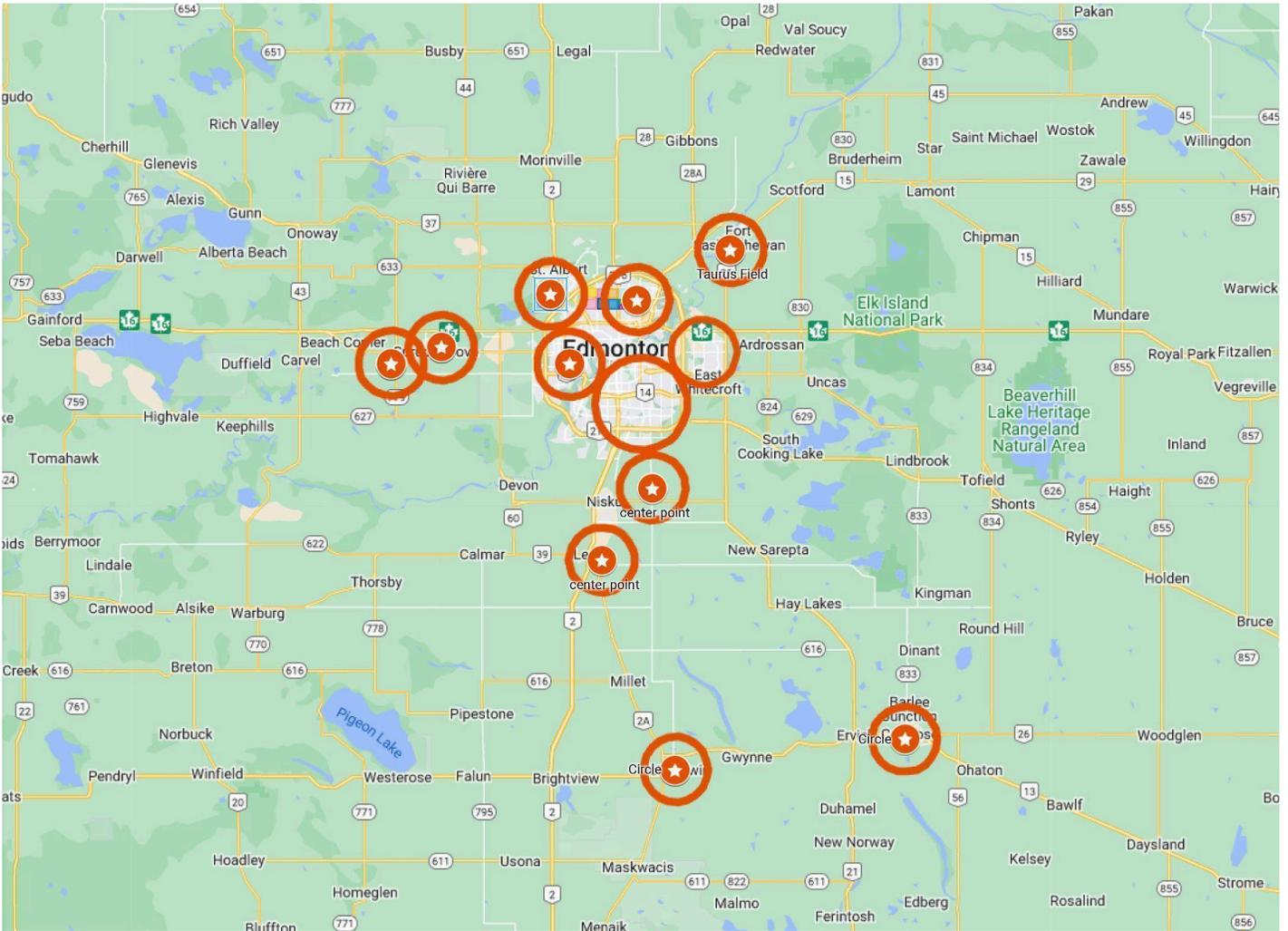
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- 8.2. Where the violation is discovered after CDMFA playoffs/championships, the team and CDMFA member club/association found in violation of this policy may be stripped of any medals won in championships or activity leading to championships and may be suspended from participation in CDMFA playoffs/championships or any activity leading to an CDMFA playoffs/championship for the next full season of play.
- 8.3. Any coach in violation of this policy may be suspended from coaching in any CDMFA competition or sanctioned event for any period of time that the CDMFA Executive in its absolute discretion deems appropriate. Further, the CDMFA member club/association team coached by said coach may be stripped of any medals won and may be **suspended from participation in CDMFA playoffs/championship competition or any activity leading to an CDMFA playoffs/championship competition for the next full season of play.**
9. In the event that any coach is found in violation of this policy a second time, that coach shall be suspended for life from involvement in any CDMFA sanctioned events, games, or camps.
10. In the absolute discretion of the CDMFA Executive, the determination as to any breach of this policy and any consequences resulting from a breach of this policy may be presented at the next general meeting of the CDMFA, respecting any restrictions imposed by applicable privacy legislation.
11. The decision of the CDMFA Executive Committee shall be final and binding and shall constitute the final internal appeal within the Association.



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\*An interactive version of this map to be included on the CDMFA website.