

**EIYSA PLAYER RECRUITMENT POLICY**  
**(Revised May 2, 2019)**

It is anticipated that in our current boundaries system that players will from time to time be solicited to move from one Member Club/Team to another.

Irrespective of whether a player is an unaccompanied minor, is of legal age, has the counsel of a Parent or Guardian, or is communicated with within the Recruitment Window established by the League, any persistent, harassing or unwanted contact by any \*1Member (or 3<sup>rd</sup> party designate) seeking to have the player change Member affiliation will be considered harassment and therefore 'conduct likely to bring the game into disrepute' and will be dealt with according to the EIYSA Harassment Policy.

Recruiting of players is defined as any effort, action or solicitation of a prospective player or a prospective player's relatives [or legal guardian(s)] by any Member (or 3<sup>rd</sup> party designate) for the purposes of enticing the player to move from one Member or team to another Member or team, or to a Member or team participating in another league.

\*1MEMBERS of the EIYSA include (but are not limited to) EIYSA League Board of Governors, EIYSA Board of Directors, EIYSA Staff, Club Boards of Directors, Club Administrators, Club Staff Members and Volunteers, all Club Team Officials, all Players, all Parents/Guardians/Player Relatives, all Coaches and all Managers (regardless of if they are on a team roster or not).

**UNACCEPTABLE RECRUITMENT ACTIVITIES**

1. Whether it is for the current season or regarding a future season, no player may be approached in any manner by another Member or (3<sup>rd</sup> Party Designate) 'in season'.

In-Season is defined as:

- a) Outdoor: April 11 to the last day of the Tier 1 Youth Provincials annually.
- b) Indoor: September 21 to the day after the last day of Youth Provincials annually.

The 'off season' otherwise known as the Recruitment Window is therefore defined as any period of time not captured by the above parameters.

- a) Indoor to Outdoor: The day after Youth Indoor (Boarded) Provincials to April 10 Annually.
- b) Outdoor to Indoor: The day after Tier 1 Youth Outdoor Provincials are complete to September 20 Annually.

2. Covering of Expenses: Provision of any form of financial incentive to a prospective player for the purpose of recruitment, including waiving or partial waiving of fees, which is not offered to the general public, is prohibited. This also includes subsidization of training camps, team gear, equipment or other related activities unless this benefit is available to all players registered with the Member.

3. Covering of Transportation Costs: Provision of transportation services or transportation incentives to a prospective player is prohibited.

4. Roster Guarantees and Team Placement Offers: Guarantees of team placement in leagues, roster placement, starting line-up status, or the like is prohibited.

5. Other Placement Incentives: The use of professional, college, university, provincial or national level exposure incentives is prohibited.

6. Attendance or invitation to attend a recruiting team's or Member's in season camps or training sessions without the expressed written consent of the player's current Member's Technical Director, Team coach or Member Registrar via email to the recruiting Member's Technical Director or Registrar, is strictly prohibited.

### **PERMISSIBLE RECRUITMENT ACTIVITIES DURING THE OFF SEASON (AS DEFINED ABOVE)**

Permissible Recruitment Activities during the 'off season' or recruitment window as defined above include:

1. Written Correspondence: Email must be sent via the prospective player's parent or legal guardian and cc'd to the soliciting Club's President if the player is a minor. Email may be sent direct to the player (if over 18 at the time of contact) and cc'd to the soliciting Club's President.

2. In-Person Contact: Face-to-face solicitation with a minor player shall be done only when the minor player is accompanied by a Parent or Guardian. Players, over the age of 18, may be directly spoken to.

### **CLUB TRYOUTS/EVENTS**

Team try-outs/open sessions/open information sessions/open practices or otherwise any activity geared for creation of teams for the next season (events) are permitted so long as the events are open to the general public, are hosted within EIYSA's posted acceptable event date range for the season, and advertised via the Member's website. Public means that the information and opportunity is readily available to the general populace.

Date Ranges permissible for ANY Event geared towards future seasons are as follows and shall be posted on the EIYSA and Member Club web sites:

Outdoor Season – For those categories participating in Provincials, all tryouts begin the day after Tier 1 Indoor Provincials

Indoor Season – For those categories participating in Provincials, all tryouts begin the day after Tier 1 Outdoor Provincials.

### **RECRUITMENT POLICY VIOLATIONS/PROCEDURES**

In the event that a player recruitment complaint is received, the alleged complaint will be defined as Harassment and dealt with in accordance with the EIYSA Harassment Policy. In this context however the complainant will likely be the Member Club from which the player is solicited and the complaint may come direct to EIYSA. There is no requirement that the player, allegedly being solicited, need be deposed. Other evidence of the recruitment violation will be considered. Please refer to the EIYSA Harassment Policy Violations/Procedures.

In the event that a Member Clubs' Team Official or a Member Club is found violating EIYSA's posted date range permissible for ANY event geared towards future season, the Member Clubs' Team Official will be fined a minimum of \$500.00 and will be suspended for one (1) year from EIYSA.

### **TEAM MOVEMENT FROM MEMBER CLUB TO MEMBER CLUB**

#### **TEAM MOVEMENT**

1. For the purposes of this section a Team will be defined as 7 or more players or 33% of a roster, the lower of

the two will be applied in all cases.

2. Teams who move will not be allowed the same Team Officials at their new Club for 1 calendar year without the permission of the losing Club or Affiliated Member.

1. This includes youth players, notwithstanding age restrictions, recruited to participate with adult teams.

3. In accordance with rule 4.A.ii of the ASA Rules & Regulations, full teams will not be allowed to move between Affiliated Members without the consent of the losing Affiliated Member.

4. Team movement within an Affiliated Member will be monitored by the Affiliated Member and all teams are subject to local rules as well as the ASA policies.

#### **REPORTING and COMPLAINT REVIEW**

1. Complaints filed for review should be sent to the EIYSA office using the proper incident complaint forms and send directly to the Executive Director for review.

2. Complaints filed should include a minimum of the following;

1. Completed, in full, and signed EIYSA incident report form

2. Evidence of Actions / Communications that show the breach of the policy OR a Statutory Declaration of the Actions / Communication

1. Evidence can include screen shots of text messages / phone calls or copies of e-mails or other communication.

3. Complaints filed can be kept confidential, at the request of the complainant, if they provide a statement as to the reason for their request for anonymity.

1. The request for anonymity should be written separately from the incident report but must be received in the same complaint package.

2. If a request for anonymity is granted the report signature and other identifying factors will be redacted from the evidence provided to the accused and panel members.

4. All complaints will be reviewed by the EIYSA Executive Director and sent to an Executive Committee for determination if a Discipline Hearing will be required.

5. The accused will remain in good standing until a decision of appropriate authorities has been concluded.