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## RYSL Disciplinary Policy

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1. When the RYSL gets a “**complaint**” from a League Official, Referee, Coach, Team Official, Player, Parent, Family Member or Spectator, BOD member(s) will research that complaint and decide on its validity.
  - A. Each complaint will need to be submitted on the “**RYSL Incident Report Form (IRF)**”. The form is located at the Desert Breeze Snack Bar RYSL Window or is on the RYSL Web Site and is the legal “statement” of the individual(s) submitting it.
  - B. If the complaint was viewed by more than one person, have up to (5) other individuals who saw or heard what took place fill out and IRF, separately, and should be submitted to the Desert Breeze Snack Bar RYSL Window or emailed to the VP Administration within 24 hours.
    1. These “statements” must be legibly printed or keyboarded and the validity attested to by the witnesses by putting the following in the statement:
      - a. Their association to the incident, their Team name and Age Group;
      - b. What took place in the incident;
      - c. Location of the incident;
      - d. Date and time of the incident;
      - e. Their association to the accuser / accused;
      - f. Their printed complete name, valid cell phone number and valid email address;
      - g. As complete a description of the “incident” as possible with as many facts as can be remembered.
    2. Their signature attesting to the validity of the statement.
    3. If it is an “incident” that is blatant and requires “immediate” attention:
      - a. BOD member(s) can/will immediately take care of the incident and if any individuals “witnessed” the incident, they will be asked to fill out an IRF and submit it to the Desert Breeze Snack Bar RYSL Window or email the IRF to the VP Administration within 24 hours.
      - b. If the incident is deemed dangerous, threatening, intimidating or has created an unacceptable atmosphere and/or the individual(s) is argumentative and/or obnoxious, the President of the RYSL has the authority to immediately “Expel” the individual(s) from the RYSL.
      - c. When an individual(s) is/are “Expelled” from the RYSL, they are put in “Bad Standing” and permanently lose all rights and privileges with the RYSL and are not allowed to register in the RYSL again.
    4. Other than (3.) above, If the complaint is deemed valid, the team(s)/individual(s) whom the complaint is directed towards will receive notification from the RYSL VP Administration, or the designate, that they are on \*\*\*\* “**Suspension**” pending a “meeting” with BOD member(s) or a “Disciplinary Hearing”.
      - a. This can be a Team, League Official, Referee, Coach, Team Official, Player, Parent, Family Member or Spectator.
        1. Once the team(s) / individual(s) are put on **suspension**, they will not be able to attend any activities of the team(s) they are associated with or of the RYSL, until that suspension is served or lifted.
        2. They can’t be within “sight” or “sound” of any RYSL event (this includes the use of any devices).

3. If the team(s) / individual(s) are affiliated with other team(s) in the RYSL, they will not be able to participate with the “other” RYSL team(s) activities until the entire disciplinary process of the original RYSL team is resolved.
4. A “League Official” can’t participate in any League activities until their entire disciplinary process is resolved.
5. The “RYSL Incident Report Forms (IRF)” or any other statements turned in on any complaint are for the BOD member(s) or the Disciplinary Hearing Panel to use.
- b. If the complaint is deemed to **NOT** be valid, then the individual who submitted the complaint can be subject to the same criteria as the team(s)/individual(s) of a valid complaint. They can be subject to a meeting with BOD member(s) or a Disciplinary Hearing and will be subject to all the penalties associated with such an action, up to & including \*\*\*\*\* “**Bad Standing**” from the RYSL.
- c. If it is determined that a meeting with BOD member(s) is in the best interests of all concerned for that complaint, BOD member(s) will meet with the team(s)/individual(s) involved as soon as possible. The complaint will be discussed and adjudicated per its merits and the findings will be released by the BOD member(s) involved at that time or by the RYSL VP Administration to the affected parties only. This is a “Closed” meeting between the accuser/accused and the RYSL BOD member(s).
- d. If the VP Administration determines that a “Disciplinary Hearing” is needed (if the VP Administration is unavailable, the President will assume those duties):
  1. A date, time and location will be determined by the VP Administration to hold the Hearing.
  2. A (3) member “Hearing Panel” who will hear the complaint will be called by the VP Administration. These can be League members, people totally unassociated with the Game of Soccer or somewhere in-between.
  3. The RYSL VP Administration, or the designate, will notify all parties by email of the date, time and location of the Disciplinary Hearing and the “reason” they are being notified (if the reason is for a “Violation of the Parent Code of Conduct”, the Coach(s) of the team they are affiliated with may be subject to the same Disciplinary action as the accused) and will attach the “RYSL Disciplinary Policy” to the “notification” email. It may or may not include witnesses who have submitted a statement on the “RYSL Incident Report Form (IRF)”.
4. Those in attendance will/may include the following:
  - a. President
  - b. VP Administration;
  - c. Disciplinary Hearing Panel (Designated Panel Head & (2) members);
  - d. Secretary or a BOD member to take minutes;
  - e. The Accuser;
  - f. The Accused;
  - g. Any witnesses needed. The accuser/accused has the right to bring up to (3) witnesses that may or may not be asked to talk, depending on the needs of the panel. They will remain at least 50 yds. away from the designated “Hearing” location unless instructed by the panel to be a part of the hearing.
  - h. If any of the statements are deemed false or inaccurate by the Disciplinary Panel, those statements will be disallowed and the individual(s) who wrote and attested to the validity of the statement(s) will be subject to Disciplinary Action by the RYSL BOD.
5. The RYSL VP Administration will oversee the Disciplinary Hearing.
6. The “Designated Panel Head” will conduct the Disciplinary Hearing.
7. The time line of the Panel will be as follows:
  - a. The panel will assemble up to 30 minutes before the accused and accuser arrive to read the statements and to become familiar with the hearing (handouts can include: Hearing Agenda / Disciplinary Hearing Printout / Statements / Pertinent Emails / Disciplinary Policy / Notices to Accused / Incident Reports)
  - b. The accuser will appear before the panel first. They have 20 total minutes to state their complaint. Any witnesses whom they would like to talk (if the panel feels they will add to the hearing) will be included in their allotted 20 minutes (that is why statements are taken before hand). After they have exhausted their 20 minutes, they will leave the premises

- (get in their vehicle and leave) and will be notified by the VP Administration as to the disposition of the hearing.
- c. The accused can be in the room with the accuser, but will not be allowed to make any comments. If the accused doesn't want to be in the hearing with the accuser, they will remain at least 50 yds. away from the designated "Hearing" location.
  - d. The accused will then appear before the panel and give their statement. They also have a total of 20 minutes. Any witnesses whom they would like to talk (if the panel feels they will add to the hearing) will be included in their allotted 20 minutes (that is why statements are taken before hand). After they have exhausted their 20 minutes, they will leave the premises (get in their vehicle and leave) and will be notified by the VP Administration as to the disposition of the hearing.
  - e. When both the accuser and accused have finished and have left the premises, the panel will adjudicate a final decision. They have the authority to "**Drop all charges**" or to discipline the accused in the manner they feel best fits what the complaint stated took place from a \*\* "**Warning**" to \*\*\* "**Disciplinary Probation**" to \*\*\*\* "**Suspension**" to \*\*\*\*\* "**Bad Standing**" or any combination of those options.
  - f. Their parameters are: Disciplinary Probation-from the current Season through the following Season or Suspension-from 1 to 5 Matches. Any recommended Disciplinary Probation greater than the following Season, Suspension greater than 5 matches or Bad Standing (unless already adjudicated by the President of the RYSL) will be determined by the RYSL BOD in a closed meeting.
  - g. If the panel feels the need for a stronger disciplinary action and passes the Hearing to the RYSL BOD, the minimum discipline will be at least the maximum parameter of the panel. The BOD will convene a hearing using the statements and minutes from the Disciplinary Hearing and determine the final disposition of all parties involved.
8. The results of the Disciplinary Hearing will be final and will be released by the RYSL VP Administration by email to the effected parties only. If the Hearing went to the BOD and Bad Standings was determined to be the final disposition, the National Affiliate that the RYSL is affiliated with will also be notified.
  9. If the individual wants to **Appeal** the findings, the next level of Appeal is the RYSL BOD (unless the panel passed the hearing to the BOD). They must do so in written form (legibly or keyboarded), (3) copies, within (4) business days (excluding Holidays and weekends), and submit it to the VP Administration, along with a cashier's check or M.O. for \$25.00, made payable to the RYSL (refundable if the findings are overturned).
    - a. The Appeal can only be for violations of the Constitution, Bylaws, Policies & Procedures and Rules & Regulations of the RYSL or the USSF member that the RYSL is affiliated with or misapplication of the "Laws of the Game" and not in hopes of the findings being overturned by a different group of people.
    - b. In the matter of Protests and Appeals, no League Official, Referee, Coach, Team Official, Player, Parent, Family Member, their Guest or a Spectator shall engage the services of any attorney until all avenues of approach of Protest and Appeal procedures are exhausted through the regular channels of organized Soccer.
    - c. All disciplinary actions shall remain in effect during the protest and/or appeal procedures, as outlined in the USSF National Rule and the RYSL Bylaws and Policies & Procedures.
  10. If the individual wants to **Appeal** the results of the RYSL BOD, they must do so in written form (legibly or keyboarded), (3) copies, within (4) business days (excluding Holidays and weekends), and submit it to the President, RYSL, along with a cashier's check or M.O. for \$75.00, made payable to the RYSL. The President, RYSL, will then forward the Appeal to the National Affiliate office.
    - a. The Appeal can only be for violations of the Constitution, Bylaws, Policies & Procedures and Rules & Regulations of the RYSL or the USSF member that the RYSL is affiliated with or misapplication of the "Laws of the Game" and not in hopes of the findings being overturned by a different group of people.

- b. In the matter of Protests and Appeals, no League Official, Referee, Coach, Team Official, Player, Parent, Family Member, their Guest or a Spectator shall engage the services of any attorney until all avenues of approach of Protest and Appeal procedures are exhausted through the regular channels of organized Soccer.
  - c. All disciplinary actions shall remain in effect during the protest and/or appeal procedures, as outlined in the USSF National Rule and the RYSL Bylaws and Policies & Procedures.
2. If a Referee has been assaulted or abused, the “State Referee Committee” will conduct the hearing and their findings will be final. The RYSL won’t have any input in this process. (**Please** take the time to read the end of this Policy: Please Respect Your Sports Officials / Disciplinary Probation / Suspension / Bad Standing):
- A. Any player or team personnel (Coach, Parent, League Official, Family Member or Spectator), reported to the League by a referee for misconduct, shall be informed by the referee that they are so being reported. Misconduct toward match Officials/Referees shall consist of the following:
    - 1. Match Official/Referee assault:
      - a. An intentional act of physical violence at or upon a match Official/Referee.
      - b. Assault includes, but is not limited to, the following acts committed upon a match Official/Referee:
        - 1. Hitting, kicking, punching, choking, spitting at or on, grabbing or bodily running into a match official/referee;
        - 2. The act of kicking or throwing any object at a match Official/Referee that could inflict injury;
        - 3. Damaging the match Official’s/Referee’s uniform or personal property, i.e. car, equipment, etc.
    - 2. Match Official/Referee abuse:
      - a. A verbal statement or physical act which implies or threatens physical harm to match Official/Referee or match Official’s/Referee’s property or equipment.
      - b. Abuse includes, but is not limited to, the following acts committed upon a match Official/Referee:
        - 1. Using foul or abusive language toward a match Official/Referee;
        - 2. Spewing any beverage on a match Official/Referee’s personal property;
        - 3. Verbally threatening a match Official/Referee (verbal threats are remarks that carry the implied or direct threat of physical harm). Such remarks as “I’ll get you after the match” or “You won’t get out of here in one piece” shall be deemed match Official/Referee abuse.

## **Please Respect Your Sports Official**

Every day, you, your children or your friends engage in an American form of healthy competition through organized sports. As we enter a new season, we wanted to inform you that the Nevada Legislature passed a law, AB 474, in 2005, to protect all sports officials including referees, umpires, linesmen, timekeepers, inspectors and judges in any sport.

State law makes it a crime to threaten a sports official, verbally or physically, resulting in fines up to \$2,000.00 and (1) year in jail. If the victim suffers severe bodily harm, the punishment may be up to (15) years in prison and fines up to \$10,000.00. (Nevada Revised Statutes 200.471 and 200.481)

**Ejection / Red Card**: Must leave the field immediately and can’t be within sight or sound of that matches field (or match is forfeited). Can’t be at next match or any team activities in-between or that next match will be forfeited. If associated w/more than one team, they can’t be involved w/the other teams matches or team activities until the **original** suspension is completely served. Team must have at least **one** registered Team Official at the match or match is forfeited.

**\*\*Warning**: No withdrawal of rights or privileges. Team or individual is Warned about what took place. Multiple documented Warnings can lead to Disciplinary Probation or stronger punishment.

**\*\*\*Disciplinary Probation**: No withdrawal of rights or privileges, but if the individual / team are involved in any further incidents, regardless of the type, during the probationary period, more severe disciplinary actions will be taken

**\*\*\*\*Suspension**: Suspension means the temporary withdrawal of rights and privileges, such as the right to play, coach, administer, participate (directly or indirectly in team activities or League events) or watch RYSL Matches, and the suspension is for the entire term of the suspension with all rights and privileges withdrawn unless specifically stated otherwise by the suspending authority. Team(s) / individual(s) on suspension cannot be within sight or sound of any related RYSL Soccer activity. If suspension is knowingly violated, the RYSL has the right to take further action above and beyond that of the Official Body adjudicating that suspension. A suspension by the RYSL is recognized by the USSF and its members.

**\*\*\*\*\*Bad Standing**: Bad Standing refers to the permanent withdrawal of rights and privileges within the RYSL. Placement into Bad Standing imposed by the RYSL President or RYSL BOD shall be recognized by the USSF and its members upon notification by the RYSL. If a Team, League Official, Referee, Coach, Team Official, Player, Parent, Family Member or Spectator is put in "Bad Standing", they will not be allowed to travel to or play in any tournaments, either local or out-of-state, nor participate (directly or indirectly) in any RYSL functions or activities. Their name will be turned in to USSF to be included in the National List of individuals who are "Banned" from all participation of Youth Soccer. They will not be allowed to re-register in the RYSL.