

POLICY AMENDMENTS PASSED BY USSF BOARD OF DIRECTORS SINCE LAST NATIONAL COUNCIL MEETING

The following policy amendments were passed at the November 12, 2005 Board of Directors Meeting (deletions struck through, additions underlined):

REVISED POLICIES

(New Policy) Policy 212-1 Participation in Affiliated Organizations

Preamble: The purpose of this policy is to clarify terms under which participants may participate in the various programs offered by Organization Members. This policy should be read in conjunction with Bylaws 212 and 603.

Section 1. For purposes of this policy, the following shall apply:

- a. “Affiliated Organization” means any Organization that is a member or identifiable subset of any USSF Organization Member.
- b. “Organization” means a club, league, team, association, or other group of Participants.
- c. “Organization Member” shall have the meaning set forth in USSF Bylaw 109.
- d. “Participant” means any player, coach, trainer, manager, administrator, or official that is sponsored, financed, coached, organized, or administered by an Organization.
- e. Any reference in this policy to registering with, becoming a member of, or complying with the requirements of an Organization Member may include registering with, becoming a member of, or complying with the requirements of a member of that Organization Member.

Section 2. Every Participant in every Affiliated Organization must be registered with at least one Organization Member. A Participant may be registered with more than one Organization Member.

Section 3. If an Organization that is not an Affiliated Organization wishes to become a member of an Organization Member, that Organization Member must require that the Organization comply with section 2 of this policy, either by registering every Participant in that Organization with that Organization Member or by providing reasonable proof (including, for instance, a verification letter from another Organization Member of the number of players registered from that Organization) upon request that every Participant that it does not register with that Organization Member is registered with another Organization Member.

Example: A club with 5,500 players wishes to join an Organization Member (OM-USA). The club is not currently affiliated with any Organization Member. If the club wants to register only a

portion (for instance, 1,000) of its players with OM-USA, OM-USA must reject the request unless the club either agrees to register the other 4,500 players with OM-USA as well, or agrees to register these 4,500 players with another Organization Member.

If, however, the club is affiliated with another Organization Member already, and wishes to register only 1,000 players with OM-USA, the club must provide reasonable proof if requested to OM-USA of registration of the other players with the other Organization Member, and then OM-USA must allow the club to register only those 1,000 players (subject to section 4 of this policy).

Section 4. An Organization Member must allow Participants from any Affiliated Organization to participate in its programs if those Participants register and comply with all of the reasonable policies, rules, regulations, and requirements of the Organization Member.

a. Each Participant (and only those Participants) that actually participates in the programs of the Organization Member must register with the Organization Member and pay any applicable registration fees.

b. An Organization Member must allow a group of Participants from any Affiliated Organization to participate in its programs if that group of Participants complies with all reasonable policies, rules, regulations, and requirements of the Organization Member. For purposes of this section, “reasonable policies, rules, regulations, and requirements” may include but are not limited to the following:

- i. A requirement that the group of Participants be of a minimum size (such as having a minimum number of players, teams, or age groups);
- ii. A requirement that the group of Participants include a minimum percentage or number of recreational players, unless the group of Participants are already registered with another Organization Member and are directly affiliated with a group of recreational players who could satisfy this minimum requirement;
- iii. A requirement that the group of Participants follow all team formation rules;
- iv. A requirement that the group of Participants follow all competition rules (such as numbers of players per team, game rules, and team selection rules);
- v. A requirement that the group of Participants follow all licensing and certification rules (such as rules relating to referee certifications and coaching licenses);
- vi. A requirement that the group of Participants observe rationally supportable geographic rules of the Organization Member;
- vii. A requirement that the group of Participants be subject to all disciplinary rules of the Organization Member;
- viii. A requirement that the group of Participants identify a board or governing body that will handle administrative issues and be responsible for compliance with applicable Organization Member rules (but the Organization

Member may not mandate that the group of Participants form a new corporation or entity, or identify a different board or governing body than the one already running the Affiliated Organization); and

ix. A requirement that the group of Participants meet standards of financial accountability and transparency as well as any insurance and risk management standards.

c. For purposes of this Section 4, an Organization Member must apply its requirements consistently.

Policy 531-11 National Referee Development Program

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Subpart D – Code of Ethics for Assignors

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(12) The use of USSF affiliated game assignments shall not be used to persuade USSF registered referees to accept game assignments for non-members of U.S. Soccer.

The following policy amendments were passed at the August 20, 2005 Board of Directors Meeting (deletions struck through, additions underlined):

REVISED POLICIES

(New Policy) Policy 704-1 Grievance Hearing Procedures

For all grievance hearings held pursuant to Bylaw 704, the following hearing procedures shall apply:

(a) Once the Hearing Examiner determines that a hearing is required, Federation staff shall consult with the Hearing Examiner and both parties and determine a mutually convenient time and place to hold the hearing, subject to the requirement of Bylaw 704, Section 3(c) requiring that the hearing take place no later than 90 days after the complaint was filed.

(b) Written notice shall be provided to all parties of the date, time, and location of the hearing.

(c) The written notice required in subsection (b) above shall also include a date by which each party shall provide to the other and to the Hearing Examiner: (i) a complete list of any witnesses they will call to testify at the hearing; and (ii) a complete set of any documents, pictures, or other evidence they intend to rely upon at the hearing. The date by which this material is due shall be no later than seven (7) days prior to the hearing date, and each party shall be permitted to supplement its list of witnesses and/or submit additional documents, for purposes of rebuttal only, within three (3) days of receipt of the opposing party's submissions. Except for good cause shown, or where the opposing party consents, the Hearing Examiner shall not accept any written evidence or allow the testimony of any witness not already disclosed pursuant to this subsection.

(d) At the hearing, each party shall be allowed up to two (2) hours to present its case, including all time spent on opening statement, presentation of evidence, and closing statement. The order of presentations shall be as follows:

- (i) Complainant opening statement
- (ii) Respondent opening statement
- (iii) Complainant presentation of evidence
- (iv) Respondent presentation of evidence
- (v) Complainant presentation of rebuttal evidence
- (vi) Respondent presentation of rebuttal evidence
- (vii) Complainant closing statement
- (viii) Respondent closing statement

The Hearing Examiner shall have full discretion to grant requests to change the order of presentation, add or subtract presentation windows, or alter all time limits as he/she sees fit.

(e) At the hearing, minors, whether they be witnesses or principals to the action, who have not attained the age of 18 must be accompanied by a parent or legal guardian.

(f) If witnesses cannot be at the hearing, they may give telephonic testimony if both the Hearing Examiner and the other parties can hear the telephonic testimony and ask questions of the witness.

(g) An attorney or other advisor may counsel any party at a hearing, and may present oral arguments and question that party's own witnesses. Unless permitted by the Hearing Examiner however, neither a party nor the party's advisor shall be permitted to cross-examine the opposing party's witnesses directly. A party may direct questions to the Hearing Examiner, who will ask the appropriate individual for an answer if he/she deems the question pertinent.

(h) For all other hearing procedures not specifically addressed in this Policy or the Bylaws, the hearing shall be governed according to the American Arbitration Association's Commercial Arbitration Rules, except that the Hearing Examiner shall have the full discretion to alter those rules and procedures as he/she sees fit.

(New Policy) Policy 704-2 Additional Grievance Procedures

(a) Amicus Briefs.

For all grievances filed pursuant to Bylaw 704, USSF and each USSF Organization Member who is not a party to the grievance shall have the right to file an amicus brief with the Hearing Examiner, setting forth any issues, arguments, or other matters that it feels are relevant to the grievance and the Hearing Examiner's resolution thereof. Except for good cause shown, any such brief shall be no longer than ten pages double-spaced, and must be submitted no later than the earlier of: (i) thirty (30) days after the answer to the complaint is filed; or (ii) two days prior to the hearing.

(b) Appeals.

Upon issuance of a written decision by the Hearing Examiner resolving the grievance, either party may appeal this decision to the USSF Board of Directors. Any such appeal must be submitted within ten (10) days of official receipt of the decision. An appeal is initiated by sending the following items to the attention of the USSF Secretary General:

(i) A written submission stating the grounds for appeal, including all arguments in support of the appeal. This written submission shall be no longer than ten pages double-spaced. The appealing party shall send a copy of this written submission to all other parties to the grievance.

(ii) A money order or cashier's check in an amount equal to the appeals fees set up under Bylaw 705.

Any non-appealing party in a grievance shall have the right to submit a brief in opposition to the appeal within ten (10) days of receipt of the appeal. No other briefs or submissions shall be accepted in connection with the appeal. The appealing party's written submission and any opposition briefs shall be presented to the Board of Directors for final resolution of the appeal. There shall be no further right of appeal to any other Federation body from a determination of the Board of Directors.