



Sunnyvale Alliance Soccer Club Disciplinary Policy

Overview

Sunnyvale Alliance Soccer Club exists to provide soccer programs for children. This policy provides guidelines for the SASC disciplinary process applicable to SASC coaches and Members (players, parents and Board members).

Initiation

Disciplinary Proceedings may be initiated by SASC against any player, coach, manager, referee, spectator, or member of the Board of Directors (“Director”) based on credible allegations of misconduct arising from violations of SASC rules and policies, as well as those of affiliated organizations (e.g., United States Soccer Federation, United States Youth Soccer Association, US Club Soccer, California Youth Soccer Association, Norcal Premier).¹

Filing Complaints

Allegations of misconduct must provide as much detail as possible on the incident(s) including the person(s) involved, date, time, and location. Allegations must be presented by multiple unrelated persons, or supported by additional witnesses or evidence.

Allegations of misconduct should be submitted to the Vice President, as well as the relevant program Directors (*i.e.*, Recreational or Competitive Director, as appropriate):

- Vice President: vicepresident@sunnyvalesoccer.org
- Competitive Director: competitive@sunnyvalesoccer.org
- Recreational Director: recreation@sunnyvalesoccer.org

Upon receipt of allegations, and in consultation with the President and relevant program Director, the Vice President shall determine whether the allegations are credible. If credible allegations are received, the Vice President shall form a Disciplinary Committee.

Disciplinary Committee:

The Disciplinary Committee shall be composed of either three (3) or five (5) members, chaired by the Vice President or their designee. Committee members will be chosen by the Vice President. The majority of the Committee must be Directors. Committee members shall have no conflict of interest in the matters being heard. In case of a conflict with the Vice President, the President will form the Committee.

Within 48 hours of its formation, by majority decision the Committee shall determine whether to initiate a Disciplinary Proceeding.

¹ This policy does not supersede any rights afforded to SASC employees and members by applicable federal, state, and local laws.

Disciplinary Proceeding

A Disciplinary Proceeding shall be used to investigate credible allegations. The Vice President shall direct at least two disinterested persons, including one Director, to interview the person(s) subject to the Proceeding, and any other people necessary to establish a factual record of the incident(s), as soon as feasible. A summary of the interview(s) must be submitted in writing to the Disciplinary Committee.

On the basis of the interview(s), the Committee may sanction the parties involved, including but not limited to probation, mandatory education, suspension, and expulsion. By appeal of a sanctioned party ("Protesting Party"), or where necessary in the interests of due process and fairness, the Committee may decide to schedule a Disciplinary Hearing,

Disciplinary Hearing

If the Committee determines a Disciplinary Hearing is warranted, the Vice President or their designee shall schedule the Hearing, notifying all parties in writing of the time and location, and deciding whether to seek additional evidence in advance from either party.

At the Hearing, each party shall have the opportunity to present their case and ask questions, following this general order:

- Opening Statement - Protesting Party (15 minutes)
- Opening Statement - Adverse Party (15 minutes)
- Rebuttal/Closing Statement - Protesting Party (5 minutes)
- Rebuttal/Closing Statement - Adverse Party (5 minutes)
- Committee Questions (Unlimited time)

During the Hearing, these times may be adapted by the Committee in the interests of due process and fairness. All parties may have witnesses speak on their behalf. All parties should be informed, prior to their leaving, that they will receive a written communication within seven (7) days from the Committee stating the outcome of the Hearing.

The Committee shall meet after the Hearing to discuss its decision, and determine whether any party should be sanctioned. Within seven (7) days the Committee shall send to each party in writing the original reason for the Hearing and the Committee's findings, decision, and reasoning.

Sanctions

Parties against whom a Disciplinary Proceeding or Disciplinary Hearing decision has been rendered may be sanctioned, including but not limited to probation, mandatory education, suspension, or other reasonable discipline, subject to the discretion of the Committee.

SASC reserves the right, at any point, to relieve a coach of their duties or dismiss a player from a team whose behavior, or that of their parent, violates SASC internal rules and policies, as well as those of affiliated organizations. Fees paid by Members to SASC may be forfeited as a consequence of any sanctions issued under this Policy.

Failure to Respond

Adopted: April 22, 2009

Revised: January 31, 2023

If at any time during the Disciplinary Proceeding the subject of the allegations fails to respond to the Committee, in writing, within seven (7) days, or appear at a scheduled Disciplinary Hearing, the Committee has the right to continue with the Proceeding or Hearing and reach a decision without granting additional opportunities for the party to present their case.

Reporting

The President will submit any required filings to affiliated organizations. For clarity, SASC may be legally required to report to the government or other authorities on certain allegations of misconduct.