# Rule and Policy Statement
# Great Basin Youth Soccer League

**Affiliation and Subservience to US Club Soccer and US Youth Soccer Rules.** This League shall be affiliated with US Club Soccer and US Youth Soccer and the Rules of this League shall be governed by the rules of those associations.

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## Article 1
## Appointment of Key Officers and GBYSL Executive Board

The governing board, hereinafter to be known as the “Executive Board”, shall be comprised of the President, Executive Vice President, Vice President - Recreational Division, Treasurer and Secretary.

The Executive Board may meet whenever two members of the Executive Board request it or whenever the President feels it necessary. The purpose of the Executive Board is to support the President, who oversees the daily management and operation of the league. The Executive Board shall consist of the the following officers of the league for a 2-year term each:

(1) President (who also serves as Chairman of the Board)
(2) Executive Vice President
(3) Vice President-Recreational Division
(4) Treasurer
(5) Secretary

The offices of President, Executive Vice President and Secretary shall be appointed on odd numbered years, and the offices of Vice President - Recreational Division and Treasurer shall be appointed on even numbered years. Any appointed position must be a member of US Club Soccer and have a current background check. The appointed positions will be determined between June 1 and July 31 each year. Should an Executive Board (EB) member step down, the EB will appoint a replacement within a six-month period.

## Article 2
## OFFICERS

**Salaries.**
The salaries: if any, of officers and agents of the League shall be fixed by the GBYSL Executive Board. The President may not receive a salary.
a) The President will act as supervisor to all paid positions. The President may appoint an alternate supervisor if needed. The President and/or Executive Director will conduct reviews and appraisals for paid employees.

**Removal and Replacement**
a) Removal and Replacement of Appointed Officers.
1) The President, Executive Vice President, Vice President-Recreational Division, Secretary, and Treasurer may be removed by the Executive Board only at an Executive Board meeting and only for cause. "Cause" shall include, but not be limited to:
1. Missing four or more Executive Board meetings during the current seasonal year, (or)
2. Willful violation of the By-laws, Articles of Incorporation, Policies of the League, (or)
3. Conduct which may impair the tax-exempt status of the League.
4. If the President resigns or is removed, the Executive Vice President shall succeed to the office of President for the remainder of the term and the office of Executive Vice President shall be filled. If the Executive Vice President resigns or is removed, the vacancy may be filled within six months. If the Secretary, Treasurer, or Vice President-Recreational resigns or is removed, then another EB member shall temporarily perform the duties until the vacancy is filled.

**The President**
The President shall be the Chief Executive Officer of the League and shall preside at all meetings of the members and directors, shall be an ex officio member of all standing committees, shall have general and active management of the business of the League and all authority necessary thereto and shall see that all orders and resolutions of the board are carried into effect. The President can make daily decision(s) as to the welfare of the league. The President is the acting Compliance Officer in the Whistle Blower policy (Article 14).

President cannot suspend, place in bad standing, or sanction any team, coach, player or member of GBYSL without prior approval from the Executive Board. In case of player safety, the President may act immediately and seek Executive Board ratification within 5 days.

The President may execute notes, bonds, mortgages, deeds of trust, and other contracts on behalf of the League, except where required by law to be otherwise signed and executed and except where the signing and execution thereof shall be exclusively delegated by the GBYSL Executive Board to some other officer or agent of the League. The President will not be allowed to vote at any meeting except in the case of a tie.

**Executive Vice President**
The Executive Vice President shall immediately succeed to the presidency in the event the President resigns, is removed, or dies. Otherwise, the Executive Vice President shall be responsible for all disciplinary issues that require a hearing, appeal, or are considered

a major disciplinary action that must be reviewed. The Executive Vice President shall chair Disciplinary Committees, any meetings that the President is not in attendance and shall assist the President as requested.

**Vice President - Recreational Division**
The Vice President - Recreational Division shall be responsible for coordinating recreational programs & playing divisions within GBYSL.

**Secretary**
The Secretary shall (1) attend all meetings of the Executive Board and prepare minutes and post to website. (2) give, or cause to be given, notice of all meetings of the directors and members; (3) file the annual list of officers with the Nevada Secretary of State and all other papers required by Nevada law and US Club Soccer; and (4) perform such other duties as may be prescribed by the Executive Board or the President.

**Treasurer**
The Treasurer shall (1) have the custody of the corporate funds; (2) keep full and accurate accounts of receipts and disbursements in books belonging to the League (3) deposit all moneys received in the name and to the credit of the League in such depositories as may be designated by the GBYSL Executive Board (4) disburse the funds of the League in accordance with the general policies or specific directives of the Executive Board (5) render to the President and Executive Board, an account of all transactions and of the financial condition of the League; (6) be responsible for filing all informational tax returns and other documents to keep the tax exempt status of the League; and (7) file the financial reports required by Nevada law.

## Article 3
## EXECUTIVE BOARD

**Powers, General Duties and Restrictions**:
a) The Executive Board shall manage the property and business of the League and shall exercise all powers of the League and do all lawful acts and things except those which are reserved to the members by statute, the Articles of Incorporation, or by the By-Laws.
b) Without limiting the generality of the foregoing, the Executive Board is specifically responsible for and reserves all powers regarding:
1) Enforcing and interpreting the Articles and the By-Laws of the League
2) Adopting the Rules and Regulations of the League (subject to rights of membership specified below)
3) Approving game schedules and the selection of fields.
c) The provisions of NRS 82.221, entitled "Directors and officers: Exercise of powers and performance of duties; personal liability" as now existing and as may be from time to time amended are hereby adopted as if set forth here in full.
d) The provisions of NRS 82.226, entitled "Restrictions on transactions involving interested directors or officers; compensation of directors" as now existing or hereafter amended are hereby adopted as if set forth in full here.

**Size of Board.**
The board shall consist of at least five-directors.

**Special Meetings.**
Ordinarily, all business of the League will be conducted at the meetings of the Executive Board. However, in the event of an emergency or urgent situation which requires attention before the next meeting, special meetings of the Executive Board may be called by any Executive Board member or the President on five (5) days' notice to each Executive Board member (unless waived), either personally or by e-mail. Such special meetings may be accomplished by telephone conference call or "ZOOM" or video conference meeting provided that:
(1) A minimum of a quorum of Executive Board members participates, and
(2) Each participant can speak to the group as a whole and can hear each other participate. (NRS 82.271 subsection 7)
*(3)* A vote on a single issue may be taken using e-mail by the President provided that all Executive Board Members receive the same e-mail explaining the issue and that all responses and questions are forwarded to all Executive Board Members prior to vote.

***Quorum***
A simple majority of the Executive Board (EOB consists of President, Executive Vice President, Treasurer, Secretary and Vice President -Recreational in attendance of the whole Executive Board shall constitute a quorum at any meeting, and the act of a majority of directors then present at any meeting obtaining a quorum shall be the act of the Executive Board, except as may be otherwise specifically provided by statute or by the Articles of Incorporation or by the By-Laws.

*Actions at Meetings Not Regularly Called*

Ratification and Approval: Whenever all directors' consent, in accordance with Nevada law, the actions taken at any meeting which is not regularly called or noticed shall be as valid as if the meeting had been regularly called or noticed. (NRS 82.281)

*Action by Written Consent*

Actions by written consent without a meeting by the board (NRS 82.271 subsection 2) are not authorized.

## Article 4
## TEAMS AND PLAYERS

**Non-Discrimination.** Players and team officials will be selected, and teams will be organized, and the administration of the League will be accomplished without regard to an individual's race, color, sex, national origin, or religion.

**Affiliation and Subservience to US Club Soccer.** This League shall be affiliated with US Club Soccer. The Rules of the League shall be governed by the rules of those associations.

**Seasonal Year.** The seasonal year for this League shall begin on **August 1 of each calendar year and shall conclude on July 31** of the following calendar year. Specific registration dates for each season will be determined by the Executive Board in consultation with the program administrator. The GBYSL Spring and Fall Seasons will begin and end on dates determined annually by the GBYSL Executive Board.

**Team Organization**

A. Teams shall be organized into the following age divisions:
    1. Under Age 4, 5, 6, 7, 8, 9, 10, 11, 12, 13,14,15,16,17,18,19
    2. Groups may be combined – Example U11-12 or U13-14
B. Where possible, teams shall be organized by gender within each age division, U8 and older.
    1. To be designated as a "girl's" team, all players must be girls.
C. Pilot programs may be developed and maintained for a period of two years prior to by-law change. Pilot programs may include but are not limited to co-ed teams, younger developmental teams and open registration.
D. Recreational teams may be formed for all ages U4-U19, and teams will be created to meet developmental needs of the players. The Recreational Division responsibility will be with the League Vice President - Recreational and League President.

**Team Officials.**

Each member team must have at least one team official or one team coach with an approved background check, SafeSport certification and Disqualification-Suspension Review as required by US Club Soccer.

**Player Registration.** All GBYSL recreational players must be registered with US Club Soccer and as such follow the rules and policies OF US Club Soccer.

A. Any team official(s) who plays players during sanctioned League play who are not properly registered shall be suspended from the League for a minimum period of one year and may be further disciplined by the Executive Board.
B. Forms and procedures are to comply with USYS, US Club Soccer and GBYSL rules and regulations.
C. GBYSL has the right to deny registration to any team, coach, manager, player, or club.

**Player Age; Proof of Age; False Documents.**

A. US Soccer and US Club Soccer will publish tables for each age division. If a player's birthday falls within the range set forth in the table, he or she may play in the designated age group for the entire seasonal year.
B. Each player must satisfactorily prove his or her birth date to the Club Registrar. A photocopy of a birth certificate is the best form of proof and shall be conclusive. If a birth certificate is in a foreign language, the player will be asked to have it translated by a person whose independence and qualifications are satisfactory to the Registrar. If a player has been registered with US Club Soccer or another league which has proof of age requirements similar to ours, a photocopy of the player pass or other proof of registration is satisfactory. Otherwise, driver's licenses, VISA or Passport documents, may be used. Baptismal, church, or hospital certificates are not acceptable documents, pursuant to US Club Soccer Rules.
C. Any player who misrepresents his or her birth date or who tenders a false document that misrepresents the birth date of the player shall be banned from play in the League for one calendar year and must petition to the Executive Board for reinstatement after the expiration of the one-year period.
D. Any team official who knowingly allows a player to misrepresent his or her birth date or tender a false document that misrepresents birth date shall be banned from the League for two years and must petition to the Executive Board for reinstatement upon expiration of the two-year period.

**Recreational League Registration Refunds.**

Registration Insurance is offered as an option. There are no refunds of registration fees if the Registration Insurance has not been purchased.

## ARTICLE 5
## DUES AND ASSESSMENTS

**Fees.**
The Executive Board shall fix the amount of fees, dues, and assessments to be collected from the member-players, and the method to be used in their collection. Such amounts may not be adjusted by the membership without the consent of the Executive Board.

The Executive Board will review the scholarship requests each season and determine the amount to be disbursed.

If a player has been placed in bad standing with GBYSL, a scholarship will not be granted.

The Scholarship Application can be found on the GBYSL website under the "Resources" drop down menu.

## ARTICLE 6
## GENERAL PROVISIONS

**Notices**.
Whenever under the provisions of the statutes or of the Articles of Incorporation or of the By-Laws, notice is required to be given to any Executive Board (EB) member the notice may be telephonic, if actually received, or in writing, by mail, addressed to such EB member at such address as appears on the records of the League, and such notice shall be deemed to be given when orally given or mailed.

**Changes to the Rules of the League.**
The Executive Board acting at any meeting may freely make and amend all Policies/Rules of the League. All Rules of the League are subject to the US Club Soccer rules and policies.

**Indemnification of Directors and Officers; Liability Insurance.**
In the event that a director or officer is sued in connection with his or her decisions or activities in furtherance of League business, the Executive Board may agree to pay attorney's fees and costs of defense of the action in advance and may agree to indemnify the director or officer for judgments incurred, to the extent allowed by Nevada law at the time the suit is commenced. The Executive Board may also purchase liability insurance for directors and officers.

## ARTICLE 7
## DRUG AND ALCOHOL POLICY

GBYSL is concerned about the adverse effects of drug and alcohol abuse on staff and volunteer performance, health, safety, and security. GBYSL recognizes that the use of any illegal drug and alcohol at, during or near a GBYSL field event is a matter of significant concern because it interferes with the goals and purposes of the GBYSL. The GBYSL further recognizes the most effective ways to deal with issues of alcohol and drug abuse in the youth soccer community are educational and supportive in nature designed to affect attitudinal and behavioral change. Drug abuse and dependency is a national social and health problem, with devastating consequences to individuals, their friends, and family.

Therefore, it is GBYSL policy that the use or possession of an illegal drug and/or alcohol is prohibited at all GBYSL field events. Field events are defined as places where players, coaches, and/or spectators meet for purposes of watching a game/practice or tryout. This includes the parking lots of all field complexes. Any player, coach, official, parent, staff or volunteer found to be intoxicated, impaired, and/or under the influence of any illegal drug at a GBYSL field event can be asked to leave the area, as well as placed on suspension from any further GBYSL activities until a disciplinary hearing is held. Disciplinary action will be taken against players, coaches, officials, parents, staff, and volunteers violating the policy, including, but not limited to, termination of membership or employment, expulsion from the GBYSL, referral for prosecution. It is the responsibility of the organizers of GBYSL games and events to ensure strict adherence to this policy.

## ARTICLE 8
## PROFANITY ON THE FIELD

Great Basin Youth Soccer League has a zero-tolerance policy when it comes to cussing on the field. The discipline committee will follow the following procedures going forward:
Level 1-if a player cusses, under their lip on the field as a result of a missed kick, ball going out of bounds and etc. and the official hears it this will result in a yellow card being issued and warned about the infraction.
Level 2-if a player cusses loud enough to be heard on the field by either players, coaches or spectators and the official feels it was loud enough for people to hear the official will issue a RED CARD, the player will leave the field immediately and be suspended for the next regularly scheduled league game.
Level 3-if a player cusses directly at an official, coach, player, spectator, or anyone else on or around the field the player will be issued a RED CARD. The player will immediately leave the field. The player will be suspended for the following regularly scheduled league game and the Disciplinary Committee can add up to 3 additional games to the suspension for a maximum of 4 games suspension. This can be appealed to the Disciplinary Committee for reduction.

**ARTICLE 9**
**ABUSE POLICY**

**ZERO TOLERANCE POLICY AGAINST ABUSE.**

**Referee Abuse Policy**:
Verbal Abuse:
When referees are verbally abused by the team officials, players and spectators, the referee has the right to remove them from the game and will also receive one game suspension.
Physical Abuse:
When referees are physically abused, assaulted or battery by the team officials, players and spectators, they will be suspended from the league for life and can also be prosecuted, see below:

Laws on Assault of a Sports Official

| State | Crime | Penalty | Covered Officials | Covered Events |
|---|---|---|---|---|
| **Nevada**<br><br>NRS § 200.471 | Assault or battery, based on the performance of the official's duties at a sporting event when the actor knew or should have known the person was an official | Assault: Gross misdemeanor—up to one year in prison, up to $2,000 fine, or both<br><br>Assault with deadly weapon or ability to use one: B felony—one to six years in prison, up to $5,000 fine, or both<br><br>Battery: B felony (two to 10 years in prison, up to $10,000 fine, or both) or gross misdemeanor, with different penalties if committed with a deadly weapon depending on the type of harm<br><br>Different penalties apply when the actor is a probationer, prisoner, or parolee | Paid or unpaid referee, umpire, linesman, timekeeper, inspector, judge, or similar official | Contest, game, or other event involving athletic or physical skill of amateur or professional athletes |

## ARTICLE 10
## FINANCIAL POLICY
## THIS POLICY IS UNDER REVIEW

The following procedures are instituted to maintain financial accountability and should be used whenever practical. It is understood that emergencies arise and that these policies cannot address every situation and common sense should be used in all cases. Whenever these guidelines are deviated from, the GBYSL President, League Administrator and/or Treasurer should be notified as soon as possible.

**Payment of bills:**

- All bills submitted for payment must be accompanied by an invoice.
- All invoices submitted for payment must be authorized for payment by either the President of the League or the Executive Director.
- Regularly monthly bills can be paid without prior approval as long as they are accompanied by an invoice. These will all be reviewed by the two signers and will be reported on the monthly financial report.
- ALL bills are to be paid within 30 days unless other payment plans have been approved by vendor or President/Executive Director.

**Reimbursements:**

- Any request for reimbursement should be accompanied by receipts, copies will be accepted, but originals are preferred. If the original receipt is lost, reimbursement can still be requested using the reimbursement form.
- The reimbursement form must be completed by the person requesting reimbursement and must be authorized by the President of the League.
- Requests for reimbursement should be submitted no more than 30 days after the expenditure whenever possible.

**Use of debit and/or credit cards:**

- It is understood that the use of debit and/or credit cards allows for easier and more expedient management of the League.
- Any use of the debit and/or credit cards must be approved by the President. Approval can be verbal or written. If approval is verbal, the President must verify his or her approval of the expenditure via signature on the receipt.
- In all cases of debit and/or credit card use, a receipt should be submitted to the Treasurer no more than 30 days after the expenditure. Notations should be made to indicate what the expenditure was for so it can be properly categorized.
- Original receipts are preferred, but copies are acceptable.
- Receipts for debit cards will be attached to and kept with the appropriate monthly bank statement.
- Persons using a debit and/or credit card for league expenses should keep an expenditure log in addition to submitting receipts. This expenditure log is not to be used for reimbursement purposes, but for tracking of expenses on league credit and/or debit cards.
- The log will be simple in nature and will include the following information:
    - Name

- Date of expenditure
- Reason for expenditure
- total amount of expenditure

- The expenditure log and receipts should be submitted no more than 30 days after the expenditure all cases, attempts will be made to keep original receipts for the purpose of accurate and complete record-keeping, copies, of the receipts will be accepted if necessary. However, it is understood that at times receipts are lost. The expenditure log alone will be acceptable.

**Authorization Expenditures:**

- With the exception of routine monthly bills necessary for the management of the League, and the authorized expenditure limits outlined in the League Rules and/or By-Laws or given to the President at a regular monthly meeting, all expenditures must be brought before the League at a regular monthly meeting for approval by the Board.

**Service Agreements:**

- To avoid differences in understandings regarding payments to individuals for services rendered to the League, service agreements should be used whenever possible.
- These agreements are not intended to be contractual in nature, but only to specify payment amounts and services to be rendered so there are no misunderstandings.
- These agreements should be entered into an annual basis or seasonal basis.
- Services that should have an Agreement include, but are not limited to:
  - Field painting and/or setup
  - Assignor Fees
  - Scheduler Fees
- Service agreements must be signed by two authorized signers for the League.
- A W9 will be obtained when individual reaches payments of $600 for the year. Yearly updating is not needed unless changes with individual occur.

**Financial Reporting:**

- As requested in a board meeting.

**Checks:**

- Checks over $500 must be signed by at least two authorized signers for the League. Authorized signers may include:
  - President
  - ~~o~~—Executive Vice President
  - Treasurer
  - Executive Director
- If the payee is also an authorized signer, whenever possible the payee should not sign the check. If it is necessary for the payee to sign the check, a different person should approve the payment.

**Returned Checks from the bank:**

- Must be replaced with cash, money order or cashier's check along with a returned check fee of $35.

## ARTICLE 11
## DOCUMENT POLICY
## THIS POLICY IS UNDER REVIEW

The records of Great Basin Youth Soccer League (hereafter the "GBYSL") are important assets. Records include essentially all records you produce as an employee, whether paper or electronic. A record may be as obvious as a memorandum, an e-mail, a contract or a case study, or something not as obvious, such as a computerized desk calendar, an appointment book or an expense record.

The law requires the GBYSL to maintain certain types of records, usually for a specified period of time. Failure to retain those records for those minimum periods could subject you and the GBYSL to penalties and fines, cause the loss of rights, obstruct justice, spoil potential evidence in a lawsuit, place the GBYSL in contempt of court, or seriously disadvantage the GBYSL in litigation.

The GBYSL is to fully comply with any published records retention or destruction policies and schedules, provided that all employees should note the following general exception to any stated destruction schedule: If you believe, or the GBYSL informs you, that GBYSL records are relevant to litigation, or potential litigation (i.e., a dispute that could result in litigation), then you must preserve those records until the League Attorney determines the records are no longer needed. That exception supersedes any previously or subsequently established destruction schedule for those records. If you believe that exception may apply or have any question regarding the possible applicability of that exception, please contact the League President.

From time to time the GBYSL establishes retention or destruction policies or schedules for specific categories of records in order to ensure legal compliance, and also to accomplish other objectives, such as preserving intellectual property and cost management. Several categories of documents that bear special consideration are identified below. While minimum retention periods are suggested, the retention of the documents identified below and of documents not included in the identified categories should be determined primarily by the application of the general guidelines affecting document retention identified above, as well as any other pertinent factors.

(a) Tax Records. Tax records include, but may not be limited to, documents concerning payroll, expenses, proof of deductions, business costs, accounting procedures, and other documents concerning the GBYSL's revenues. Tax records should be retained for at least seven years from the date of filing the applicable return.

(b) Employment Records/Personnel Records. State and federal statutes require the GBYSL to keep certain recruitment, employment and personnel information. The GBYSL should also keep personnel files that reflect performance reviews and any complaints brought against the GBYSL or individual employees under applicable state and federal statutes. The GBYSL should also keep all final memoranda and correspondence reflecting performance reviews and actions taken by or against personnel in the employee's personnel file. Employment and personnel records should be retained for six years.

(c) Board and Board Committee Materials. Meeting minutes should be retained by the sitting Secretary.

(d) Legal Files. Legal counsel should be consulted to determine the retention period of documents, but legal documents should generally be maintained a maximum of seven years.

(e) Development/Intellectual Property and Trade Secrets. Development documents are often subject to intellectual property protection in their final form (e.g., patents and copyrights). The documents detailing the development process are often also of value to the GBYSL and are protected as a trade secret where the GBYSL:

(i) Derives independent economic value from the secrecy of the information; and

(ii) GBYSL has taken affirmative steps to keep the information confidential. The GBYSL should keep all documents designated as containing trade secret information for at least the life of the trade secret.

(f) Contracts. Final, execution copies of all contracts entered into by the GBYSL should be retained. The GBYSL should retain copies of the final contracts for at least three years beyond the life of the agreement, and longer in the case of publicly filed contracts.

## ARTICLE 12
## FIELD DEVELOPMENT ACCOUNT

Great Basin Youth Soccer League can/will maintain a separate account from the overall general operating account designated for Field Development.

**Expenditures can include the following.**

1. All field maintenance. This may include field maintenance, repairs, goals, nets, flags,

**Funding the account**.

The league will contribute each season by the following dates:

December 1
July 1

The minimum will be $5 per actively registered player per season. If the league has a deficit season in the operating budget the Executive Board can vote to forgo the seasonal contribution. A plan must be presented to bring the league back to a break-even status by the following season.

## ARTICLE 13
## WHISTLE BLOWER POLICY

The Organization's Code of Ethics and Conduct ("Code") requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the GBYSL, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

**Reporting Responsibility**
It is the responsibility of all directors, officers and employees to comply with the Code and to report violations or suspected violations in accordance with the Whistleblower Policy.

**No Retaliation**
No director, officer or employee who in good faith reports a violation of the Code shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within the Organization prior to seeking resolution outside the Organization.

**Reporting Violations**
The Code addresses the Organization's open-door policy and suggests that employees share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, the League President is in the best position to address an area of concern. However, if you are not comfortable speaking with that person or you are not satisfied with the response, you are encouraged to speak with US Club Soccer and/or NYSA.

**Compliance Officer and or League President**
GBYSL is responsible for investigating and resolving all reported complaints and allegations concerning violations of the Code and, at his discretion, shall advise the Executive Director and/or the Executive Board.

**Accounting and Auditing Matters**
The Executive Board shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The Compliance Officer/League President shall immediately notify the Executive Board of any such complaint and work with the committee until the matter is resolved.

**Acting in Good Faith**
Anyone filing a complaint concerning a violation or suspected violation of the Code must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Code. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

**Confidentiality**
Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

**Handling of Reported Violations**
The Compliance Officer will notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

## ARTICLE 14
## CONFLICT OF INTEREST POLICY

### SECTION 1
### PURPOSE

The purpose of the conflict-of-interest policy is to protect the interests of Great Basin Youth Soccer League, a Nevada nonprofit corporation when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or member of the Executive Board or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflicts of interest applicable to nonprofit and charitable organizations.

### SECTION II
### DEFINITIONS

SECTION 1. Interested Person- Any member of the Executive Board, principal officer, or member of a committee, who has a direct or indirect financial interest, as defined below, is an interested person.
SECTION 2. Financial Interest- A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:
(a) An ownership or investment interest in any entity with which the Corporation has a transaction or arrangement.
(b) A compensation arrangement with the Corporation or with any entity or individual with which the Corporation has a transaction or arrangement; or
(c) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Corporation is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the Board of Directors or appropriate committee decides that a conflict of interest exists.

### SECTION III
### PROCEDURES

SECTION 1. Duty to Disclose In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the Board of Directors and members of committees with powers delegated by the Board of Directors considering the proposed transaction or arrangement.
SECTION 2. Determining Whether a Conflict of Interest Exists. After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he or she shall leave the Board of Directors meeting or committee meeting while the determination of a conflict of interest is discussed and voted upon. The

remaining Board of Directors members or committee members shall decide if a conflict of interest exists.

SECTION 3. Procedures for Addressing the Conflict of Interest

(a) An interested person may make a presentation at the Board of Directors meeting or committee meeting, but after the presentation, he or she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.

(b) The President shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

(c) After exercising due diligence, the Board of Directors shall determine whether the Corporation can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

(d) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board of Directors shall determine by a majority vote of the disinterested members of the Board of Directors whether the transaction or arrangement is in GBYSL's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination, it shall make its decision as to whether to enter into the transaction or arrangement.

SECTION 4. Violations of the Conflict-of-Interest Policy

(a) If the Executive Board has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

(b) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the Executive Board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

## SECTION IV
## RECORDS OF PROCEEDINGS

The minutes of the Executive Board and all committees with powers delegated by the Executive Board shall contain:

(a) The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the decision of the Executive Board or committee as to whether a conflict of interest in fact existed.

(b) The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

## SECTION V
## COMPENSATION

SECTION 1. A voting member of the Executive Board who receives compensation, directly or indirectly, from GBYSL for services is precluded from voting on matters pertaining to that member's compensation.
SECTION 2. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from GBYSL for services is precluded from voting on matters pertaining to that member's compensation.
SECTION 3. No voting member of the Executive Board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from GBYSL, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

## SECTION VI
## ANNUAL STATEMENTS

Each member of the Executive Board, principal officer and member of a committee with powers delegated by the Board of Directors shall annually sign a statement, in the form attached hereto and entitled "Acknowledgement of Conflict-of-Interest Policy," which affirms such person:
(a) Has received a copy of the conflict-of-interest policy.
(b) Has read and understands the policy.
(c) Has agreed to comply with the policy; and
(d) Understands GBYSL is charitable and to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

## SECTION VII
## PERIODIC REVIEWS

To ensure GBYSL operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:
(a) Whether compensation arrangements and benefits are reasonable, based on competent survey information and the result of arm's length bargaining.
(b) Whether partnerships, joint ventures, and arrangements with management organizations conform to GBYSL's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurnment, impermissible private benefit or in an excess benefit transaction.
(c)

## SECTION VIII
## USE OF OUTSIDE EXPERTS

When conducting the periodic reviews as provided for in Article VII, the Corporation may, but need not, use outside advisors. If outside experts are used, their use shall not

relieve the Executive Board of its responsibility for ensuring periodic reviews are conducted.

## ACKNOWLEDGEMENT OF CONFLICT-OF-INTEREST POLICY

I, acknowledge receipt of Great Basin Youth Soccer League Conflict of Interest Policy. I have read the Policy and understand the Policy, and I agree to comply with the Policy as well as by the rules, regulations, and policies that may be established in connection with the Policy in the future. I also understand that GBYSL is charitable in nature and to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes as set forth in the Nonprofit Articles of Incorporation and the Bylaws of the Corporation.

Signed and dated. _____

## ARTICLE 15
## PARENT SPECTATOR CONDUCT POLICY

Parents of GBYSL players will be expected to be familiar with and abide by GBYSL's Parent/Spectator Code of Conduct. A copy of this form is electronically presented to families during the registration process.

### Section I
### Sideline Etiquette

In keeping with a player and game focused approach, coaches are responsible for the conduct of their spectators at all times.

Spectators are to be on the opposite side of the field from the Team Benches and shall be confined within assigned boundaries as marked on the same half as their team, "mirroring" their team. Spectators shall not intermingle with each other (avoid walking up and down the sidelines). No spectators are allowed on the team side of the field or behind either goal.

**Violations by parents or spectators of the code of conduct will result in league action and potential sanctions to the team involved. Please see Article 18 (Discipline).**

## ARTICLE 16
## PLAY UP / PLAY DOWN POLICY
## Recreational Players / Teams

GBYSL encourages players to play in their appropriate age group. Playing in an age group higher than their actual age should be reserved for players with exceptional technical and tactical abilities. There are physical, social, and emotional ramifications to playing in higher age groups. The decision to play up should be given careful consideration by parents, coaches, and the club to ensure that it is in the best interest of the player. This policy provides guidelines for requesting Play up Approval.

**Play Up**

ALL Recreational Players - 1 year play up allowed without approval. Recreational players requesting to play 2 years up must submit a request to the Vice President - Recreational via email to jimmy@gbysl.org by the date determined in advance and posted to the GBYSL website for consideration of approval to play up. The player must be exceptionally good on skill and technique and have a huge impact on the team that the player will be registered.

**Play Down – Recreational Division**

U5 – U19 – No play down allowed, no exception, beginning Fall registration 2023.

## ARTICLE 17
## RULES OF PLAY

**General.** The Rules of Play shall be "The Laws of the Game" as published and changed from time to time by FIFA subject to the modifications and variations set forth in these Rules of the League, and the rules and policies of US Club Soccer. This includes rules regarding limitations on heading the ball in various age groups.

**Duration of Games.**
Game length and overtime length (when authorized) shall be as follows:

U19 Two 45 min halves
U18 Two 45 min halves
U17 Two 45 min halves
U16 Two 45 min halves
U15 Two 40 min halves
U14 Two 35 min halves
U13 Two 35 min halves
U12 Two 30 min halves
U11 Two 30 min halves
U10 Two 25 min halves
U9 Two 25 min halves w/5 min halftime
U8 Four 10 min quarters, 2 min break between quarters
U7 Four 8 min quarters, 2 min break between quarters
U6 Four 8 min quarters, 2 min break between quarters
U4/U5 Four 5 min quarters, 2 min break between quarters

There will be no goal keepers for U4-U8.

**Tie Breakers**. Ties during normal league games will be allowed to stand.

**Substitution of Players**
As per FIFA guidelines, unlimited substitutions are allowed in all age groups. However, teams may substitute only with the Referee's permission. Substitutes must wait at the halfway line (off of the Field of play) until the Field Player has left the Field of play and/or the Referee has indicated the substitute may enter the Field of play.
*Substitutions by either team are allowed at any stoppage of play with the permission of the Referee. Referees will be instructed not to allow substitutions that are deemed "excessive" or of a "time-wasting" nature. Please be respectful of the integrity of the game and do not use the free substitution rules as a means to disrupt the match.*

**GBYSL Canceling and Rescheduling Games.**
As a general policy, rain, cold weather, wet or muddy fields are not sufficient grounds for cancellation of a game. However, if any condition renders a field unplayable, or creates an unsafe playing condition, the game may be canceled by either the head referee, Executive Board or Executive Director. If a game is canceled after play has already started, the game will be rescheduled if play is cancelled within the first half. If play is canceled at half or during the second half, the score will stand as final when the game is canceled.

**FIELDS AND EQUIPMENT**
**Field Size**. FIFA Law #1 regarding field size may be adjusted by the Executive Board for fields for younger players.
**Equipment.** The HOME team will be responsible for setting up the field corner flags and removing the corner flags after the game. The flags will be placed in the field storage box and locked.

**STARTING TIME, LINE UP CARDS AND PLAYER CARDS**
**Delays.** Upon the request by a coach, starting time for a game shall be extended for up to ten minutes. Any team which causes a delay in the game more than ten minutes shall forfeit the game. This is at the referee's discretion.
**Game Cards.** Each coach shall be responsible for properly completing and delivering to the referee the team game card before play begins.
**Player and Team Official Cards.** To participate in any league game, each team official and player must present a valid card to the referee or other game official prior to the game. The card must be on a form supplied by the US Club Soccer and must bear the player's picture, name, team affiliation, date of birth and the League Registrar's signature. Players without such cards shall not be permitted to play unless exempted in writing by the League Registrar.
**Holding of Player Cards**. During play, the referee shall hold all player and team official cards, which shall be returned to the coach at the end of the game, except the cards for persons who were ejected from the game. Cards for those who were ejected from the game shall be turned over to the League or any other League official, except that they can never be turned over to the coach of the offending player or team official.

**HEADING RESTRICTIONS**
Players in U11 programs and younger shall not engage in heading, either in practices or in games.

**Lop-Sided Score Rule for U4 and above:**
Anytime during the match, the goal differential is 10, the team currently down may add one player. For a goal differential of 15, the team currently down may add a second player. For a goal differential of 20, the winning team must play with one player short.

For U8 and above:
The referee cannot terminate the game because of the lop-sided score. The game will be reported with the actual final score.

**Build Out Rules apply to U9 and U10 age teams.**
See video instructions posted to the GBYSL website under the COACH information tab. The link to the tutorial is https://www.youtube.com/watch?v=PAE4d0wLmhc.

**Slide Tackles.** Slide tackling will not be allowed in the U4-U9 age groups.

## ARTICLE 18
## DISCIPLINE PENALTIES AND SANCTIONS FOR MISCONDUCT

**The League President and Vice President-Recreational oversees discipline and will convene and appoint members to a disciplinary committee when a formal complaint is received.**

A. The disciplinary committee will consist of members of the Executive Board or a designated committee.
B. The disciplinary committee will review the complaint and determine the date of a disciplinary hearing in addition to determining the rule of order.
C. The person being disciplined will be given (7) days written notice of the hearing and will be allowed to present their position either in person or in writing.
D. After the disciplinary committee meets and determines sanctions if any. An appeal may be filed in writing to the GBYSL office within 48 hours of notification of the decision.
E. The appeal will be heard by a GBYSL appeals committee consisting of Executive Vice President, Secretary and Treasurer. The appeal hearing will happen within (7) days of receipt of the appeal.

**Automatic Penalties for Ejections of Players.**

F. When a player is ejected from a league game, he or she shall be automatically suspended from participating in the next scheduled league game. Two cautions (yellow cards) during a game will result in an ejection (red card).
G. If a player is ejected from a league game for the offenses of Violent Conduct or Serious Foul Play as defined by USSF, a minimum two game suspension will be served AND the Discipline Committee will determine if additional sanctions will be applied.
H. If a player receives three ejections for Violent Conduct or Serious Foul Play in any three GBYSL games in a 365-day period (regardless of seasonal years), he or she shall be automatically suspended from participating in GBYSL games for a period of one year from the date of the last ejection.
I. Any verbal threat or physical attack on a game official, team official, spectator or player during or after any league game shall be treated as an ejection for Violent Conduct, even if the player was not ejected during the game. This is not restricted to field of play; it can include parking lots or the area near the field(s).

**Additional Penalties; Forms of Discretionary Penalties.**

A. In addition to any automatic penalty, the League President and Vice President-Recreational may further discipline an offender. Possible forms of discretionary penalties include, but are not limited to, any one or combination of the following measures:
    a. Warnings or letters of reprimand (these letters will be used if additional disciplinary action is necessary). Letters of reprimand that are issued as a result of disciplinary action may be considered in any future

disciplinary actions should they become necessary.

b. Probation. If any terms of probation are violated, offenders may be suspended from further play for any period of time determined by the appropriate authority.
c. Temporary suspension from participating in GBYSL games for a period of time determined by the discipline committee.
d. Removal of team officials.
e. Suspension of the ability to add players, teams or coaches to a club or team.
f. Monetary fines.
g. Expulsion from GBYSL.

**Appeals of Ejections.** Ejections may be appealed to the remaining Executive Board members consisting of the Executive Vice President, Secretary and Treasurer who may waive the automatic penalties.

**Disciplinary Actions by Executive Board Members.**

A. Has the right to enforce automatic penalties
B. May, if on site and faced with a situation which he or she reasonably believes is an emergency or a clear and present danger to a player or to the safety of the game, take any action to alleviate the danger, including suspension or termination of play or removal of the offender, subject to the right to substitute unless the referee also ejects the offender.
C. May not overrule a referee except to suspend play to alleviate danger as specified above.

**Referees.**

The game referee shall have the authority to stop or suspend play in any game:

A. If the referee deems it necessary for safety of the officials, coaches, players or spectators
B. To abate disorderly or dangerous conduct by players, team officials or spectators. The team associated with the offender shall accept a forfeit regardless of the score at the time of game termination.
C. The game referee may eject any offender or spectator and may require the offender to move to and remain a reasonable distance from the edge of the playing field as determined by the referee.
D. If an offender does not comply with the instructions of the referee within two minutes, the game may be terminated at the discretion of the referee.

**After repeated ejections of the same spectator, the team will be subject to disciplinary actions by the Discipline Committee.**

## GAME PROTESTS

**Recreational Teams –** The outcome of recreational games cannot be protested.

## ARTICLE 19
## UNIFORMS

**Uniforms**

A. All recreational players (not including Club players) must wear the league provided uniform, no exceptions.
B. This is per ~~a~~ league guideline for player safety. No player names will be allowed on jerseys.
C. Jersey numbers must be at least SIX (6) inches tall and placed on the back of the uniform.

**During Play - A total of (5) colors must be present on the field (home team, away team, two keepers and referees).**

**A.** In case of same color, the HOME team will wear pinnies.

**Equipment**

**A.** A player must not use equipment or wear anything which is dangerous to him/herself or another player (including any kind of jewelry or metal hairpins). Tape over jewelry is not allowed per FIFA Law 4.

**B.** The basic compulsory equipment of a player is:
   a. A jersey or shirt with a 6-inch number on the back
   b. Shorts -- if thermal undershorts are worn, they must be the same main color as the shorts
   c. Socks
   d. Shin guards that are covered entirely by the socks.
   e. Footwear – soccer cleats or a good running shoe. No other sport footwear.

**C.** Orthopedic casts are allowed IF covered on all exterior surfaces with no less than ½ inch thick, high density, closed-cell polyurethane, bubble wrap or an alternative material.
   a. Referees have final ruling if they feel the player(s) are at risk.
   b. Any player in an orthopedic cast ***must*** have a doctor's release form allowing the player to participate in practice and/or games.
   c. Doctor's note should have a current date and any limitations to play and/or practice.

Revisions:

April 23, 2016
September 2017
July 16, 2018
July 9, 2019
July 13,2020
October 9, 2020
November 11, 2020
February 6, 2023