

GRANITE BAY FC
CONSTITUTION AND BYLAWS

Revised and Amended: November 2023

Approved: November 2023



GRANITE BAY FC CONSTITUTION

1:01.00 NAME

1:0101 This organization shall be known as the Granite Bay FC, also referred to as "GBFC" or the "Club".

1:02.00 BOUNDARIES

1:02.01 The GBFC boundaries shall consist of the territory located within the County of Placer defined as the Eureka Union School District

1:03.00 PURPOSE

The purpose of the club shall be to:

1:03.01 Provide a program of organized Recreational soccer.

1:03.02 Provide a program of organized Competitive soccer for those players that exhibit an advanced development of skills and the desire to compete at a higher level.

1:03.03 Generally promote the sport of soccer by teaching its rules and playing techniques.

1:04.00 GOAL

1:04.01 "Youth having fun, playing soccer" is the most important goal of this Club. This goal shall be fulfilled by setting an atmosphere of friendly competition in which sportsmanship, player development, and playing soccer under safe conditions are held foremost. Anything which impairs or detracts from this atmosphere will be strongly discouraged.

1:05.00 AFFILIATIONS

1:05.01 This Club shall be a Club with affiliations that comply with the authority of NorCal Premier Soccer, Placer Alliance, the United States Youth Soccer Association (USYSA), the United States Soccer Association (USSF), and the Federation Internationale De Football Associations (FIFA). The Club will also be affiliated with US Club Soccer.

1:06.00 AUTHORITIES

1:06.01 This Club shall be governed by its Constitution, Bylaws, and Rules and Regulations" except when these are superseded by the authority of its Affiliations in 1:05.01.

1:06.02 The governing authority of the Club shall be vested in its Board of Directors ("BOARD"). The BOARD shall have the powers designated in this Constitution and Bylaws.

1:06.03 The BOARD shall be comprised of the seven (7) elected officers and appointed officers provided for in Sections 2:01 and 2:02 of the Bylaws.

1:06.04 The Elected Officers of the BOARD shall consist of the following positions:

- a) President
- b) Vice-President
- c) Treasurer
- d) Secretary
- e) Recreational Coaching Director
- f) Competitive Coaching Director
- g) Referee Director

1:07.00 MEMBERSHIP

1:07.01 Membership in GBFC shall be by affiliated teams formed and organized by the Club. The BOARD shall approve or reject affiliation of new teams. The teams shall consist of all youth players properly registered with US Club Soccer. Players residing outside the Club boundary may register with the Club.

1:07.02 Members are defined as the following persons: parents or legal guardians of all duly registered players under the age of 18, any registered player 18 years of age or older, and members of the BOARD. Each Member is entitled to vote on the matters authorized by the Club's Constitution and/or Bylaws.

1:07.03 All member teams, players, and members shall abide by the Constitution, Bylaws and applicable Rules and Regulations of the Granite Bay FC (GBFC), and affiliated leagues and Associations including the United States Youth Soccer Association (USYSA), the United States Soccer Association (USSF), and the Federation Internationale De Football Associations (FIFA) and/or US Club Soccer.

1:08.00 ANNUAL GENERAL MEETING

1:08.01 The President shall call an Annual General Meeting (AGM) of the membership to be held during the month of November and, no less than fifteen (15) calendar days prior to the meeting, shall give written notice of the date, time, place and agenda of the meeting to the membership and the BOARD. Written notice to the membership may be accomplished by posting a notice of the meeting on the club web site. Agenda items must be submitted to the BOARD no later than (30) thirty calendar days prior to the meeting. This meeting shall be governed by Roberts Rules of Order.

1:08.02 The order of business at the AGM shall be as follows:

- a) Call to Order
- b) Roll Call
- c) Credentials Report
- d) Approve Minutes of Previous BOARD, Annual General, or Special General Meeting
- e) Committee Reports
- f) Unfinished Business
- g) Proposed Amendments to the Constitution or Bylaws
- h) Approval of replacement Coach members of the Competitive Coaches Steering Committee
- i) New Business
- j) Good of the Game
- k) Election of Officers
- l) Adjournment

1:08.03 Only members as defined in 1:07.02 are entitled to vote at the AGM. Each voting member shall be entitled to one (1) vote. Voting by proxy shall not be allowed and only those members of record, in

good standing, and present at the meeting shall be entitled to vote. Any individual who qualifies as a voting member in more than one way may only cast one (1) vote.

1:09.00 SPECIAL GENERAL MEETING

1:09.01 The President may call a Special General Meeting (SGM) of the membership at any time of year. The President must call a SGM if the BOARD receives a petition signed by at least 10% of the Club members requesting such a meeting. No less than fifteen (15) calendar days prior to the meeting, written notice of the date, time, place and agenda of the meeting must be provided to the membership and the BOARD. Written notice to the membership may be accomplished by posting a notice of the meeting on the club web site. Agenda items must be submitted to the BOARD no later than thirty (30) calendar days prior to the meeting. This meeting shall be governed by Roberts Rules of Order.

1:09.02 The order of business at the SGM shall be as follows:

- a) Call to Order
- b) Roll Call
- c) Credentials Report
- d) Approve Minutes of Previous BOARD, Annual General, or Special General Meeting
- e) Committee Reports
- f) Unfinished Business
- g) Proposed Amendments to the Constitution or Bylaws
- h) New Business
- i) Good of the Game
- j) Adjournment

1:09.03 A SGM can be called for any purpose requiring the vote of all members including the recall of an Elected BOARD member or revisions to the Constitution or Bylaws.

1:09.04 Only members as defined in 1:07.02 are entitled to vote at a SGM. Each voting member shall be entitled to one (1) vote. Voting by proxy shall not be allowed and only those members of record, in good standing, and present at the meeting shall be entitled to vote. Any individual who qualifies as a voting member in more than one way may only cast one (1) vote.

1:10.00 QUORUM

1:10.01 A quorum of general membership for the AGM or SGM shall consist of ten (10) members, including at least five (5) Elected BOARD members.

1:11.00 NON-PERFORMANCE OF DUTIES

1:11.01 In the event any Club member, coach, or BOARD member is accused of not performing in the best interest of the youth; or exhibiting behavior or performance detrimental to either individuals or the GBFC; or in material violation of the Constitution, Bylaws, or Rules and Regulations of the Club; a hearing process can be instituted by any Club member as follows:

1:11.02 A Club member (the "complainant") may request a hearing by sending a written notice to the Club President. The written notice shall describe in detail the factual basis for the complaint.

1:11.03 The Club President shall convene a BOARD meeting within thirty (30) days of receipt of such notice and notify all principals within fifteen (15) days, in writing of the date and time of the hearing. A

copy of the notice shall be provided to the party against whom the complaint was made (the "respondent").

1:11.04 At the BOARD meeting, the complainant, the respondent, any witnesses and any other Club member wishing to appear on the issue may appear and request to make a presentation to the BOARD. The BOARD shall determine the order in which presentations may proceed, the length of the presentations, and whether any witnesses or other evidence will be considered.

1:11.05 The Elected Officers of the BOARD will then adjourn to executive session and render a decision on the matter. Findings will include: a) unjustified; b) censurable action; or c) justified complaint. All findings of the BOARD shall be final and conclusive on the parties.

1:11.06 If a censurable action is found, a letter of reprimand shall be issued by the BOARD President to the respondent Club member. It must detail the nature of the complaint, and the rationale for the BOARD's finding. If a similar incident occurs and another complaint is lodged, the BOARD will take note of the notice of censure in considering further action.

1:11.07 If a justified complaint is found, the BOARD has two options regarding the respondent:

- a) Suspension from the Club for a period of time to be specified by the BOARD; or
- b) Removal as an active member in the Club.

(Any action taken against a parent will not affect the eligibility or assignment of that parent's child.)

1:11.08 Findings of censurable action or justified complaint by the BOARD must be made by two thirds majority of the Elected BOARD members present at the hearing. A quorum as defined in Section 2:06.01 of the Bylaws must be present.

1:11.09 If an Elected BOARD member is either a complainant or respondent, then that Elected BOARD member shall not be entitled to participate in the executive session or in the voting on the action to be taken.

1:12.00 UNIFORM SELECTION

1:12.01 Uniforms and uniform changes will be approved by the BOARD. The BOARD will determine what grandfather clause, if any, should be put into effect in the event of a new uniform selection because of obsolescence.

1:12.02 All Recreational teams must use the Club specified Recreational uniform. GBFC allows Recreational teams to modify their choice of team sock. For all sock choices, the color, pattern, and style must be the same for all players. The left and right leg must be of the same color, pattern, and style for each player.

1:12.03 All Competitive teams must use the Club specified Competitive uniform. The jersey, shorts, and socks must be BOARD approved uniform color, pattern, and style.

1:13.00 CHANGES

1:13.01 Amendments to GBFC Constitution or Bylaws shall be made at the AGM or SGM.

1:13.02 Any Member may submit proposed changes to the Constitution or Bylaws to the GBFC Rules and Revision Committee or to the President of the BOARD.

1:13.03 Any amendment or action shall be approved by a two-thirds (2/3) majority of members present and voting at the AGM or SGM.

1:14.00 LIMITATIONS OF SPENDING AUTHORITY

1:14.01 The funds raised by the Club in all respects shall only be spent on the direct operating expenses of the Club, which may include lease or purchase of playing fields.

1:15.00 Oversight

1:15.01 The Elected Officers of the BOARD shall maintain oversight over the decisions and policies of the Appointed Officers and Committees of the Club.

1:15.02 The Elected Officers of the BOARD may, on its own motion, review any decisions or policies of the Appointed Officers and Committees of the Club and retains the authority and power to amend, correct, revise or overturn the decisions and policies of such Appointed Officers and Committees.

1:15.03 The Elected Officers of the BOARD shall review any decisions or policies of the Appointed Officers and Committees of the Club upon the written request of any aggrieved Club member directly affected by such decision or policy. The process for such review shall mirror the review and hearing process provided in section 1:11.00 above.

**GRANITE BAY FC
BYLAWS**

2:01.00 ORGANIZATION - ELECTED OFFICERS

2:01.01 ELECTED OFFICERS.

Club Members shall elect from its membership the following officers to serve on the BOARD: President, Vice President, Treasurer, Secretary, Recreational Coaching Director, Competitive Coaching Director, and Referee Director. The term of Elected Officers of the BOARD shall be for two years beginning from the date of election at the Annual General Meeting until the election of new officers at the Annual General Meeting two years later.

The immediate past BOARD shall be responsible for the completion of any club sponsored playing activities that were started during its tenure of office. To encourage the transfer of experience from the outgoing Elected Officers of the BOARD to the incoming Elected Officers of the BOARD, the elections for the various positions will occur in two separate cycles - one cycle per year. The following positions shall be up for election on even numbered years (re-election cycle A): Vice President, Treasurer, Competitive Coaching Director, and Referee Director. The following positions shall be up for election on odd numbered years (re-election cycle B): President, Recreational Coaching Director, and Secretary.

2:01.02 Only a Member may be elected as an Officer of the Club to serve on the BOARD. Only where no Member has submitted their name for election to the BOARD shall that seat be open to non-Members for election.

2:01.03 A Member of the Club is not eligible to be elected or appointed to serve on the BOARD if: (1) that Member is serving or later starts serving as a member of the Board of Directors of another competing soccer club or organization that is found by the BOARD to pose a conflict of interest or compromise the Member's ability to act in the best interest of the Club; (2) the Member has a child playing for another competing soccer club or organization that is found by the BOARD to pose a conflict of interest or compromise the Member's ability to act in the best interest of the Club; (3) the Member receives compensation from the Club or one of its affiliated teams (excluded paid BOARD positions and reimbursement for expenses advanced by a Member); or (4) if other facts or circumstances exist that are found by the BOARD to pose a conflict of interest or compromise the Member's ability to act in the best interest of the Club.

2:01.04 Any Member wishing to be considered for an elected BOARD position must submit his or her name to the Club President at least fifteen (15) days before the AGM so that the identity of those wishing to serve as an Elected BOARD member can be disclosed to the voting members of the Club prior to the AGM.

2:01.5 A Member may be elected at the Annual General Meeting by a majority vote of fifty-one percent (51%) of the voting members present and casting votes.

2:01.6 A member of the BOARD may be removed only upon a two-thirds (2/3) vote of the voting members present at a SGM. A BOARD member may only be removed for cause. "Cause" shall include: (1) a violation of the Club's Constitution or Bylaws; (2) a dereliction of the BOARD member's duties and obligations to the Club; (3) a conflict of interest; or (4) conduct that is contrary to the best interest of the Club.

2:01.07 PRESIDENT

The President shall preside at all general, special, and BOARD meetings. The President may appoint chairpersons for special committees, call special meetings of the organization or the BOARD, and shall perform such other duties as are necessary for executive administration. The President shall be an ex officio member of all committees, except the Nominating Committee. The President shall serve as the GBFC representative to the PYSL, CYSA, and US Club Soccer. The President shall have served at least one year as a member of the BOARD the year prior to being elected President. (Re-election Cycle B.)

2:01.08 VICE-PRESIDENT

The Vice-President shall assume the duties of the President in the absence of the President, and in the event the office of the President is vacated during the term, shall accede to the Presidency. The Vice- President shall serve as chairman of the Disciplinary and Grievance Committee. (Re-election Cycle A)

2:01.09 TREASURER

The Treasurer shall maintain all financial records and government filings of the GBFC. The Treasurer shall deposit all funds of the GBFC in a financial institution approved by the BOARD. All payments shall be made by check and bear two of the following signatures: President, Vice-President, Treasurer, or Secretary. No two persons related by blood or marriage shall be allowed to co-sign the same check. The Treasurer shall provide a complete financial report at the Annual General Meeting (AGM) and when requested by the BOARD. (Re-election Cycle A)

2:01.010 SECRETARY

The Secretary shall maintain a written record of all BOARD meetings, the AGM, and any SGMs. The Secretary shall keep copies of all correspondence and maintain all records and files of the GBFC. (Re-election cycle B).

2:01.11 RECREATIONAL COACHING DIRECTOR

The Recreational Coaching Director shall manage the coaching program and supervise the recruitment, training, and certification of all recreational coaches in the GBFC. Responsible for the coordination of, and communication to all Recreational teams, and as the GBFC representative for league-wide recreational soccer activities. (Re-election Cycle B)

2:01.12 COMPETITIVE COACHING DIRECTOR

The Competitive Coaching Director shall manage the coaching program, supervise the recruitment, training, and certification of all competitive coaches in the GBFC, and head the Competitive Coaches Steering Committee. The Competitive Coaching Director shall be responsible for the coordination of, and communication to all Competitive teams, and as the GBFC representative for league-wide competitive soccer activities. The Competitive Coaching Director shall have served at least one year as a member of the Competitive Coaches Steering Committee the year prior to being elected Competitive Coaching Director (Re-election Cycle A)

2:01.13 REFEREE DIRECTOR

The Referee Director shall supervise the recruitment, training and certification of all referees in the Club and their assignments to club-sponsored tournaments and home games. The Referee Director shall keep an up-to-date list of all certified and non-certified referees in the Club, and ensure the timely filing of referee incident reports to the league PAD Committee. (Re-election Cycle A)

2:02.00 ORGANIZATION - APPOINTED OFFICERS

By majority vote the Elected Officers of the BOARD may appoint the following officers, to fulfill the goals and objectives of the Club. The term of office of such Appointed Officers shall be one year, but

may be renewed for successive one-year terms upon approval of the majority vote of the Elected Officers of the BOARD. Any Appointed Officer may be removed by a majority vote of the Elected Officers of the BOARD. In the event that new Officers are deemed necessary, the positions shall only be created by an amendment to these bylaws.

2:02.01 RECREATIONAL AGE GROUP COORDINATOR

The Recreational Age Group Coordinator shall recruit and manage the Recreational Age Group Coordinator Committee.

2:02.02 FIELD DIRECTOR

The Field Director shall supervise the acquisition and assignment of all field preparations for club sponsored tournaments and home games, distribution and recovery of field related club assets, and GBFC compliance with any field operating agreements entered into by the GBFC.

2:02.03 RECREATIONAL REGISTRAR

The Recreational Registrar shall be responsible for the proper registration of all recreational players and teams in the GBFC.

2:02.04 COMPETITIVE REGISTRAR AND COMMITTEE LIAISON

The Competitive Registrar shall be responsible for the proper registration of all competitive players and teams in the GBFC.

2:02.05 FUNDRAISING DIRECTOR

The Fundraising Director shall supervise the fund raising activities of the GBFC and shall be responsible for obtaining sponsors.

2:02.06 COMMUNICATIONS DIRECTOR

The Communications Director shall be responsible for timely communication of all relevant information to the membership and for the oversight and management of the Club's web site and social media.

2:02.07 ACTIVITY DIRECTOR

The Activity Director shall be responsible for coordinating all club training, including Positive Coaching Alliance (PCA) training, coach training, referee training, and player development training, in addition to organizing Picture Day for both the recreational and competitive programs. The Activity Director shall work with all DIRECTORS, OFFICERS, and Committees of GBFC to understand training needs, timetables, and to develop budgets. The Activity Coordinator will create a master training calendar for all training and coordinate with the Communications Director for display of the training calendar on the club website. The Activity Director shall work with the Field Director to appropriate fields and facilities. The Activity Director shall manage the overall budget for training courses and clinics. The Activity Director shall set up a standard method for course registration and payment. The Activity Director is not responsible for content of either communications or training courses, or for finding instructors for training courses.

2:02:08 ELECTED/APPOINTED OFFICER COMPENSATION

Elected/Appointed officers may be compensated annually, per the GBFC Annual Compensation document, or otherwise voted on by the board.

2:03.00 ORGANIZATION -STANDING COMMITTEES

By majority vote, the Elected Officers of the BOARD may form the following standing committees and such other standing committees, as the BOARD may deem necessary and appropriate to fulfill the goals and objectives of the Club:

2:03.01 TOURNAMENT COMMITTEE

Responsible for all activities relating to the successful operation of the Club tournaments.

2:03.02 PICTURE COMMITTEE

Responsible for all activities related to the offering of individual and team portraits to club members and sponsors.

2:03.03 PUBLICITY COMMITTEE

Responsible for the coordination of all publicity and the promotion of goodwill for the GBFC.

2:03.04 TEAM PARENT COMMITTEE

Responsible for the coordination of, and communication to all team parents.

2:03.05 EQUIPMENT & UNIFORMS COMMITTEE

Responsible for the acquisition and distribution of uniforms and equipment necessary to field all club teams.

2:03.06 RULES & REVISION COMMITTEE

Responsible for collecting and communicating changes for GBFC's Constitution, Bylaws, and Rules and Regulations and collecting all requests for modifications for consideration by the BOARD, and presentation at the AGM or SGM.

2:03.07 NOMINATION COMMITTEE

Responsible for the submission of a slate of officers for nomination and election at the Annual General Meeting.

2:03.08 RECREATIONAL AGE GROUP COORDINATOR COMMITTEE

Responsible for establishing Recreational teams, reviewing registration packages, and supporting the registrar during the registration process.

2:03.09 COMPETITIVE COACHES STEERING COMMITTEE

The Competitive Coaches Steering Committee is responsible for choosing all Competitive Coaches, handling problems with incumbent coaches, approving the formation of Competitive teams, and setting policies for the Competitive Program. The Competitive Coaches Steering Committee is made up of five

(5) persons:

- a) The Competitive Coaching Director, who serves as Committee Chairperson.
- b) Four (4) coaches who are or have been Competitive Coaches or Assistant Coaches in GBFC.
- c) Term for the four (4) Coach members of the Committee: typically two years but may be extended to three years to (i) ensure there are staggered terms, that is, at least 2 members should have served in the prior year or (ii) complete a major project in progress.
- d) The Committee Chairperson and each of the Coach members of the Committee shall each be an Age Group Coordinator for an age group where there is no conflict of interest (i.e., child in the age group or an age group that he/she coaches in).

How selected:

- a) The Competitive Coaching Director is an elected officer of the Club.
- b) Replacement Coach members of the Committee are (i) nominated by the Committee or any voting member of the Club (ii) selected by the Competitive Coaching Director, and (iii) approved by the Elected Officers of the BOARD.
- c) Approval of replacement Coach members of the Committee will be conducted at the AGM. However, where a position on the Committee is vacated prior to the expiration of that member's term, the Elected Officers of the BOARD may approve a replacement Coach Member selected by the Competitive Coaching Director, at any board meeting.

The Purpose of the Competitive Program is to:

- a) Provide a positive experience for all players so that they may develop to the maximum extent of their talent;
- b) Maintain the highest level of sportsmanship and fair play on the soccer field;
- c) Support the spirit of GBFC as a community-based Club by keeping groups of kids together as much as possible over the course of their career in the Club;
- d) Encourage our kids to play in their community by providing consistently high coaching talent and the opportunity to play for all kids who are qualified to do so;
- e) Establish a coach selection process that results in the best candidate chosen as coach, is fair to all applicants, and recognizes past coaching contributions;
- f) Identify coaching problems early and create a process for handling them, which is fair and includes all interested parties: team, coaches, parents, and the Club.
- g) The Competitive Coaches Steering Committee shall create and maintain a set of Bylaws and Policies consistent with the GBFC goals and objectives. Any changes to the Competitive Coaches Steering Committee Policies shall be approved by a majority vote of the Elected Officers of the BOARD. The Committee Policies shall be published on the Club website. To the extent that there are any conflicts between these Bylaws and the Competitive Committee Bylaws and Policies, the GBFC Bylaws shall control.

2:04.00 POWERS OF THE BOARD

2:04.01 The BOARD shall be responsible for and have sole authority for the following:

- a) Enforcing and interpreting the Constitution, Bylaws and Rules and Regulations of the Club;
- b) Adopting, enforcing and interpreting Rules and Regulation for the Club;
- c) Overseeing the financial affairs of the Club, including the right to approve or disapprove any expenditures related to Club activities;
- d) Forming and overseeing the operation of any teams that are form under or affiliated with the Club;
- e) Establishing training programs for Club coaches and referees;
- f) Setting the annual registration fees for Club members;
- g) Ruling on any complaint against any player, coach, manager, team assistant, officer or any Club member and suspend, barring completely or otherwise discipline such individual after notice and hearing as set forth in Section 1.11;
- h) Opening a bank account for Club funds and retaining an accountant to provide the bookkeeping and accounting services to the Club and to ensure continued compliance with the Club's tax- exempt status; and;
- i) Such other activities and functions as may be reasonably necessary to fulfill the goals and objectives of the Club.

2:04.02 In the event any Elected BOARD position is vacated prior to expiration of the applicable term, that position will come up for re-election at the next Annual General Meeting and continue until the next original scheduled re-election cycle. In the interim period, the position may be temporarily filled by a person appointed to the vacated position by a majority vote of the Elected Officers of the BOARD. In the event that no Member submits their name for consideration for an Elected BOARD position, the position may be temporarily filled by a person appointed to the open position by a majority vote of the Elected Officers of the BOARD.

2:04.03 All Elected Officer BOARD positions are non-compensated. The appointed Registrars shall be compensated at a rate set by the BOARD. Stipends may be provided to appointed officers upon approval of the Elected Officers of the BOARD.

2:05.00 REGULAR MEETING

2:05.01 The BOARD shall meet regularly through the year, at least monthly. Notice of meetings shall be posted on the Club web site and shall be sent via email to all Board members or if a Board member does not have email access, by written notice to that Board member's last known address.

2:05.02 The order of business at the meeting shall be as follows:

- a. Call to Order
- b. Roll Call
- c. Approve Minutes of Previous BOARD, Annual General, or Special General Meeting
- d. Committee Reports
- e. Unfinished Business
- f. New Business
- g. Good of the Game
- h. Adjournment

2:05.03 Each member of the BOARD shall be entitled to one (1) vote at a time. Only those BOARD Officers members of record, in good standing, and present at the meeting shall be entitled to vote. Voting by proxy shall not be allowed. In the event of a tie, the President, or in his or absence, the Vice-President, may cast the deciding vote. All meetings shall be governed by Roberts Rules of Order, Revised.

2:06.00 QUORUM

2:06.01 A Quorum of the BOARD shall consist of five (5) Elected BOARD members.

2:07.00 TEAM FORMATION

2:07.01 Recreational teams will be formed each year based on club needs through procedures determined by the Age Group Coordinator Committee. Procedures are presented to the general membership at the Annual General Meeting.

2:07.02 Competitive teams will be formed each year through procedures determined by the Competitive Coaches Steering Committee. (See the Competitive Coaches Steering Committee: Bylaws and Policies).

2:08.00 COACH SELECTION

2:08.01 Recreational coaches will be selected each year by a committee consisting of the Recreational Coaching Director, the Recreational AGC, and the AGC Committee. Coach selection will be based on coaching philosophy, clinics taken, previous experience, and the results of evaluation questionnaires. All recreational head coaches must have an F coaching license.

2:08.02 Competitive coaches will be selected each year through procedures determined by the Competitive Coaches Steering Committee. (See the Competitive Coaches Steering Committee: Bylaws and Policies). All competitive head coaches must have an E and F coaching license.

2:9.00 CLUB SEAL

2:09.01 The Club seal is shown on the title page of this document.

2:10.00 FINANCIAL RESPONSIBILITY

2:10.01 The Club shall not assume, nor be liable for, the personal debts or financial responsibilities of any of its individual members, except to reimburse out-of-pocket expenses incurred in connection with the Club activities that have received the approval of the BOARD.

2: 11.00 LIABILITY PROTECTION

2:11.01 All officers of the Club shall be covered against personal liability claims by the California Youth Soccer Association or US Club Soccer for performing acts and duties directly related to the activities of the Club.

2:12.00 SPORTSMANSHIP & CONDUCT

2:12.01 Good sportsmanship is one of the guiding principles of GBFC. In this spirit, GBFC has adopted the philosophy of the "Positive Coaching Alliance" organization as a means to instill a continued culture of sportsmanship, fairness and guidance for GBFC's coaches, players and parents. In accordance with this principle, GBFC requires and maintains that their coaches, players and parents follow the guidelines set forth below.

2:12.02 Review Committee:

A special Review Committee will be instituted in order to provide a venue and audience that will review and decide on sanctions for violations of the Club's Sportsmanship and Conduct policies. This committee will consist of but not limited to the following representatives:

- a) Club President or Vice President
- b) Recreational Coaching Director
- c) Competitive Coaching Director
- d) Referee Director
- e) Recreational Age Group Coordinator
- f) Competitive Committee representative
- g) Training Coordinator

2:12.03 Coaches Conduct:

The conduct of GBFC coaches both on the practice and game field establishes how players, parents and the soccer community perceive GBFC. Parents who entrust their children to GBFC should feel confident that standards being taught are consistent with their own. Therefore, it is vital that coaches demonstrate and teach the highest standards of sportsmanship. In accordance with this philosophy, every coach will be required to adhere to the following:

- a) All new and beginning coaches will be required to attend the basic Positive Coaching Alliance (PCA) course. This is a mandatory requirement and coaches not in compliance will not be able to coach either at the Recreational (Div 4) or Competitive (Div 1) levels.
- b) Coaches are encouraged to attend continued courses through PCA on a yearly and seasonal basis to gain further knowledge and coaching expertise. Although not mandatory, these continued courses are highly encouraged and recommended for coaching development and supports GBFC's goal of fostering a culture of continued sportsmanship excellence.
- c) Coaches will not dispute the ruling of any referee or assistant referee during a game and will instruct their team and spectators to refrain from doing so as well. Although discouraged, clarification of a ruling may take place only with the referee's approval during the half or at the end of the game. This can only be done by a coach and then only in a manner that is professional and courteous and should not be regarded as an opportunity to berate, belittle or harass an official.

- d) GBFC maintains a "zero tolerance" policy for any incident involving a coach, player or parent that results in harassment of any referee official. Coaches that violate this policy will be sanctioned by the following:
- i. Referees under the guidelines of PYSL and CYSA are able to "send off" a coach during a game for either their conduct or the conduct of one of their parents or spectators. Coaches that are "sent off" for conduct will be sanctioned in accordance with the PAD committee of PYSL.
 - ii. Coaches that are "sent off" more than once during a season will be suspended for the duration of the season and will be required to go before the Review Committee in order to be deemed eligible to coach again for GBFC teams.
 - iii. Coaches also may be sanctioned without a "send off" for conduct that is perceived unbecoming of a coach and not in the best interests of GBFC. Violations of this policy will require an investigative interview by the Review Committee and can result in suspension and or dismissal from coaching in GBFC.

2: 12.04 Parent and Spectator Conduct:

Parents and spectators are expected to maintain their conduct in a manner that promotes a positive environment for our players and is in line with GBFC's goal of good sportsmanship. Parents and spectators are not to coach from the sidelines or interfere with the play of the game, criticize or confront officials, or engage in any other activity that is not in the best interest of the Club or its affiliated teams or players. Parents or spectators that violate this policy are subject to the following sanctions:

- a) Coaches are ultimately responsible for the conduct of their parents or spectators from their team. If a parent or spectator is asked to leave the field due to improper conduct by a referee, they must appear at a hearing before the Review Committee with their coach in order to be allowed to attend any further games or practices.
- b) The Review Committee will review each incident and determine the action plan to resolve or appropriate course of action. Possible actions may include appearance before the Review Committee to explain behavior, completion of PCA certification, suspension of games and practices and possible expulsion from the league if multiple incidents have occurred.
- c) Coaches and their teams are encouraged to take a proactive approach to conduct and behavior. In line with this, coaches are encouraged to have each parent or guardian and player sign a "Player/Parent Contract" in which the rules for conduct are clearly communicated and understood prior to the beginning of the season. It also required that at least one parent on the team attend the PCA Parent Certification and be the mentor and monitor for the rest of the team.

2: 12.05 Player Conduct: A player's conduct and perception of sportsmanship is mostly gleaned from their parents or coaches. Therefore it is essential that both the coaches and parents maintain a positive approach and model the type of behavior they desire from their children. Most of the player sanctions for poor sportsmanship and conduct on the field are governed by the rules of the game and enforced by the referee. Players that repeatedly receive multiple red cards or demonstrate inappropriate conduct either during play or at practice can be dismissed by the team and/or result in expulsion from the league. This kind of action would be the result of a Review Committee hearing in which the player, parent and coach would be in attendance. Additional guidelines for behavior and conduct are contained within the "Player/Parent Contract".