

Section 10: Recruiting & Tryouts

Iowa Soccer Recruiting Policy:

Recruiting: Defined as any action initiated by a club member (coach, assistant coach, team manager, coordinator, trainer, parent, or any person representing a team or club) who seeks to enlist the services of a player.

Recruiting Violation: Defined as any action initiated by a club member (coach, assistant coach, team manager, coordinator, trainer, parent, or any person representing a team or club) who directly contacts a player who is registered to another ISA member club at any time throughout the seasonal year (August 1 – July 31). There must be documentation of the direct contact in order to allege a recruiting violation has occurred.

Permitted Contact: Contact with a player for limited purpose of participating as a guest player with prior documented approval from the player’s current club director.

Social Media and Texting: Clicking on a social media post is permissible (i.e., retweeting or likes) and thus is not considered a recruiting violation. If, however, a club member contacts a player directly via one of those social media platforms or by SMS text message then this can be considered a violation.

Camps and Clinics: A player is eligible to attend a camp or clinic from another soccer organization should they choose to do so by their own accord. However, a soccer organization cannot directly contact a player from another organization and invite them to participate in a soccer program as this can be considered a violation.

Club Promotion

There is a difference between club marketing/promoting and recruiting. Clubs may generally promote their programs and try-outs publicly in the following places.

Club Websites	Public Media	Social Media	Schools
Libraries	Sports Stores	Public Bulletins	Club Newsletters

Contacts Database

Clubs may only use contacts database for that seasonal year, and the year prior.

Public Events

Prior to distributing any promotional material at another clubs event, you must have written permission from that club/organization.

Tryouts

Tryouts in the 4 and under through the 10 and under age divisions are strictly prohibited. For tryouts in the 11 and under and above age divisions, Member Organizations are governed by their respective league/club rules/policies and by Iowa Soccer Coaches Code of Ethics/Conduct. All tryouts for team formation must be unrestricted. Restricted tryouts TBD.

Unrestricted Tryouts

- The tryout calendar will be posted on ISA General Membership Page
- Registered or unregistered players may participate in unrestricted tryouts.
- Any currently registered player who accepts a spot on a team of a different club for the next seasonal year may not train or participate with their new club until the next seasonal year begins (August 1), or the player receives a written release by the current registered club's Coaching Director or designated team official.

Restricted Tryouts

- Restricted tryouts are only for a club's membership.
- Restricted tryouts are permitted any time during the seasonal year.
- Any tryout solicitation, advertisement or invitation must clearly state that only current club members may participate.

Invitation to join a club

Invites to join a club may only be sent once during a 12 hour window on a date published within the tryout calendar, which will be available on the ISA General Membership Page. Invites may be sent using email and one of the following methods.

- Phone Call
- Official Letter
- Web Publication

Player Response

A player and his/her family has 12 hours to respond to invite/offer. Iowa Soccer will provide helpful information to families to prepare for this exciting opportunity.

Becoming a member

A player is considered registered to a club the moment the player, parent or guardian personally or electronically signs club's form.

Guest Players

Before approaching a player(s) who is registered with another club, and/or the player's parents, regarding an opportunity to guest play or dual participate, the Director of Coaching or designated club official from that club must be asked permission to contact the player and/or parents. The Club Director has the right to refuse permission.

Recruiting Violations

Allegations of recruiting violations must be based on fact. A written report detailing the alleged

violation, including the rules or policies violated and all documents and witnesses supporting the allegation must be submitted to the membership director for review and determination. If the allegation proves to be true the following sanctions will be applied.

- Violation 1: Automatic \$500 fine plus any further action by the disciplinary committee
 - Violation 2: Automatic \$1000 fine plus any further action by the disciplinary committee
 - Violation 3: The club will be suspended from Iowa Soccer run leagues for a minimum of one year, and is subject to additional sanctions as determined by the disciplinary committee.
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