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CSC Handbook

Guidelines for the Casper Soccer Club Recreational Player & Parent

The Casper Soccer Club strongly believes in the benefits of participation in organized sports. Participation in sports has been proven to build self-esteem, promote teamwork, develop the body as well as the mind, and is an integral part of the maturation process.

The Casper Soccer Club objectives are to help children in their development of positive life skills and self-concepts through learning the basic principles of soccer, the fundamentals of teamwork and the responsibilities of sportsmanship.

The Casper Soccer Club provides an equal sports play opportunity for all youth regardless of race, creed, sex, economic status or ability. Every child in our league has the right to have fun while participating in the program and will be given an equal chance to play regardless of skill level.

The Casper Soccer Club uses reasonable efforts to screen volunteers and/or employees in order to avoid instances where young athletes may be endangered, neglected or abused. Although no organization can make every participant 100% safe from all forms of abuse, we are taking critical steps toward protecting all of our participants through background screening, training and supervision to create a healthy environment for children to thrive in youth soccer.

General Information

This handbook is intended to provide an overview of the Casper Soccer Club recreational program and the roles and responsibilities of the coaches, players & parents.

The Casper Soccer Club Recreational program comes under the direction, constitution and By-Laws of the Casper Soccer Club. All the guidelines found within these policies and procedures shall be superseded by the CSC Constitution, By-Laws and the CSC Board decisions and complies with the rules and policies of Wyoming Youth Soccer and US Youth Soccer Association.

The Casper Soccer Club (CSC) is a member of Wyoming Youth Soccer (WYS), which is the State Association as a member of US Youth Soccer (USYS). The CSC recreational league has adopted the USYS guidelines for Small Sided Games for the U12 and under player.

Fall and Spring Recreational Blades Soccer The seasonal year is from August 1st to July 31st, and divided into a

Fall Season and a Spring Season for the recreational player ages 4 to 15. The Rec Blades Soccer program is a local, non traveling program.

Age—The CSC follows the age bracket determination set forth by USYS, the age classification is determined by the age that the player will be at the end of the season on July 31st.

Registration—Registration is conducted at the same time each year. Players are given the option to register for a single season (fall or spring) or register for both seasons (at a discount and other discounts may apply). Registration for the **Fall or Fall/Spring** season is open until the end of July, games begin in mid to late August. Spring registration is open until mid March, games begin in April. Registration information is available on the Casper Soccer Club web page at www.caspersoccerclub.com and by contacting the Casper Soccer Club office.

Registration notifications are sent to home addresses and distributed through the schools whenever possible. Please visit our web page for up to date information about registration opportunities. www.caspersoccerclub.com

Schedules—The CSC League is an average of a 5-6 week program in both the fall and spring season. Games and practices are scheduled for Tuesday and Thursday evenings and a few Saturday mornings. Games will be played at the North Casper Soccer Complex.

Payment and Refund—Payment is due at the time of registration and must be accompanied with the registration form otherwise it will be considered an incomplete registration and will be returned. Refunds requested in writing before the first game of league play of the current season will be entitled to a refund minus a **\$15.00** administration fee. Refunds request will not be honored after the first scheduled game/practice.

Team Placement—Placement on a team is determined by age and gender. CSC follows the recommendation of US Youth Soccer (USYS) for age guidelines. Once the age criterion has been determined then the players are placed on teams by the **School/Neighborhood** information that is provided on the registration. We ask the parent to indicate the school their child attends, the school in their neighborhood or the school nearest to their day care provider. Some players will be placed with players from other schools due of the number of participants. CSC reserves the right to combine or divide schools as it deems necessary to accommodate the number of players and for the betterment of forming teams. Players will be assigned to teams based on their age and not their grade in school. The ages will be combined as indicated and will be gender specific for U8 and older. . i.e. Lil'Kickers (4 & 5) U6 (only 6), U8 (7 & 8), U10 (9 & 10) and U12 (11 & 12). *The CSC reserves the right to redistribute the age groups and group to CO-ED to accommodate the number of players registered if needed.* NO REQUEST FOR TEAMS PLEASE - Requests based on transportation/attendance hardship may be considered but not guaranteed.

Team Rosters —The team roster will consist of a list of the players, their phone numbers and parents' information. The coach will be provided with a team roster and it will need to be present at all games. A Referee at any time can request to review the roster and verify that all players on the field are registered players. Volunteer Coaches will have access to the roster and have email/text contact ability with the club management program for easy communications with the team.

Coaches—The coaches for the recreational teams are usually parent volunteers. A Volunteer Disclosure Statement is required for all volunteer coaches for the CSC. The Voluntary Disclosure information is necessary for the protection of the organization, its members and the players by allowing the procurement of a background (consumer) report. Parent coaching and participation is vital to the success of the recreational program. Parents are encouraged to volunteer to coach. Every effort is made to make available to the volunteer coaches the opportunity to increase their coaching knowledge, through coaching materials, clinics, internet access and the help of experienced coaches and a Director of

Coaching.

See also Coaches Section for Code of Conduct and Pledge.

Parent Orientation Meeting—Prior to the start of each season, a parent meeting will need to be organized for each team by the volunteer coach. It is important that the parents attend this meeting. The CSC Policies and Procedures will be noted at this meeting and other important information concerning conduct and schedules will be distributed at this time. Schedules will also be available on our website. The Parent Code of Conduct and the Player Code of Conduct (age appropriate) will be reviewed and must be signed and returned to the coach in order to participate in the league.

Practices – The DOC/CSC coaching staff will outline the practices for each age group. Practices will be included in the Club league schedule and will be age division specific and will be ability based practice sessions with all players. In practices, players will be grouped based on their ability/skill level in order to maximize the practice sessions. Specific team activities will also be included.

Medical Emergencies—For any injury or accident that requires something other than TLC, a cleansing and a bandage, coaches and parents are strongly encouraged to seek professional medical assistance through an office visit to their physician of choice or through a 911 call. Please report any injuries to the Casper Soccer Club office at 307-473-2617.

Note: If medical treatment or transportation is required, the charges incurred will be the responsibility of the parent or guardian and/or the parent's/guardian's insurance policy. CSC provides secondary medical coverage for participants. Please notify the Casper Soccer Club if your child has a pre-existing medical condition on the registration form. This is essential in order to assist the medical personnel who respond to the scene in case of an injury, accident or emergency. Communication with the volunteer coach is also important when dealing with the well being of the child who participates in recreational soccer.

Weather—The safety of the participants, officials and spectators is the primary concern in cases of inclement weather. Most games will not be cancelled due to rain, wind or cool weather. Temperature, wind chill factor, snow, lightning and unsafe conditions on the fields will be taken into consideration when determining if games will be played as scheduled.

Ultimately it is the parents' choice to allow their child to play in any circumstances. Once a game has started, the game officials will have the responsibility to remove the players from the field if the conditions become extreme. If requested to do so, please find a safe shelter in an automobile or in a building until instructed to return to the playing field or told the game has been cancelled. The Casper Soccer Club follows the rules & guidelines of the WHSAA pertaining to lightning. If a field is cleared because of lightning, play cannot resume for 30 minutes after the last lightning strike. A lightning strike indicator will also be used to determine the distance of a lightning strike. In most cases games held on Tuesday's and Thursday's would be cancelled if the referee clears the field due to time constraints and night fall.

Referees– The CSC will make every effort to employ USSF certified Referees. A Referee can obtain the USSF certification at approximately age 12. The USSF referee certification is renewed annually. The age and experience of the referee will vary. Any person interested in becoming a USSF certified referee can contact the Casper Soccer Club for more information.

Game Cancellations and Rescheduling— If games are cancelled due to weather or other unforeseen circumstances, every effort will be made to reschedule the games. However, due to time restraints and/or field usage conflicts, some games may not be rescheduled. It will be the decision of the Casper Soccer Club when and if the games will be

rescheduled. Special circumstances will be taken into consideration.

The CSC will try to make a game play determination by 4:00 pm on game days during the week and by 9:00 am on Saturdays. If games are cancelled or rescheduled, a message will be recorded on the voice mail at 307-473-2617. A message will also be posted on the home page of the CSC web page at www.caspersoccerclub.com. It is the responsibility of each participant/parent to make the call or locate our web page for this information. Email blasting may also be used to notify parents of a cancellation or reschedule of games.

Required Equipment - Uniforms, Jerseys—The uniform for the Casper Soccer Club recreational program is a red/white reversible jersey for ages 6 and up. Team t-shirts will be provided for the Lil'Kickers. Information will be provided as to where the jersey can be purchased. **Shin Guards**—Shin Guards are mandatory for all players in every age group. **Soccer Cleats**— Soccer cleats are *strongly* recommended for ages 6 and up, cleats are optional for ages 4 and 5. Cleats that have a 'toe' cleat, such as football cleats, will not be permitted during a game or practice. Referees do a cleat and shin guard safety check prior to every game and if the proper equipment is not worn, the player will not be allowed to play. Players are able to wear soft warm clothing under their jersey during cold weather. Sweatshirts, sweatpants, knit caps and gloves are permitted during these games. Any kind of jacket or pant with zippers, loops or any kind of object deemed a "hazard" by the referee will not be permitted.

Jewelry —Earrings, nose rings, metal hair clips, necklaces, bracelets, watches, etc, are prohibited during a soccer practice and/or game. Referees will check to make sure all of the participants are jewelry free prior to each game. Players will be asked to remove any jewelry before being allowed to play. Medical bracelets and necklaces will be the exception as long as they are secure. Tape and bandages covering earrings is not sufficient to allow the player to play. This is for the safety of the child with the jewelry as well as the other player.

Awards— The CSC has a philosophy that the season should be used for the learning and development of the players and participation is the goal and winning a game is an extra. Each player in the U8 and younger divisions will receive a participation award for their efforts. Season standings for the U9 and up teams will be kept for the sole purpose of seeding the teams for playoffs, which will be held at the end of the season. Therefore awards will be given based on the results of the playoffs. Awards will be given to the 1st and 2nd place teams in each division for the U9 and older.

Other Recreational Opportunities – The CSC also offers recreational opportunities for the Adult recreational player. An adult league is offered in the summer with registration closing in May. Rules of play for the Adult league will be posted prior to the beginning of the season. The Code of Conduct as players and parents also applies to the adult players.

The Winter Indoor League provides the recreational and the competitive player the opportunity to play together in a recreational league. The Indoor League eligible age groups will be determined each season. The Indoor League is games only and have traditionally been played at the Fairgrounds Arena. Registration for the Indoor League ends in December with games being played in January and February.

Recreational/Rec Plus Players/Teams - A Rec/Rec Plus team is defined as a team that is formed in a random nature without regard to player's abilities to participate in an event. Occasionally there is an opportunity for a rec or rec/plus player to participate in an event other than the CSC Rec Club League.

For the purpose of CSC guidelines, a Rec/Plus player is an intermediate player and designated as a travel player, and can be a guest player for a Blades Select team or may be assigned to a Rec/Plus team to participate in a limited number of events.

Recreational/Rec Plus players/teams may participate in the CSC hosted tournaments with the approval and guidance of

the DOC, CSC Blades Rules & Guideline and the WYS guidelines. Additional events within the state or out of state are limited to 4 per year and must follow the guidelines of the CSC as defined by the DOC, and WYS. Rec teams may not travel out of state as outlined in the WYS travel notification requirements. Players participating on a Rec Plus team must be currently participating in the recreational program for that season. Additional fees may apply, which may included but not limited to player card fees, roster fees, tournament fees, etc. Guidelines for the competitive teams will apply to the Rec Rec/Plus teams that participate in tournaments, such as age requirements. The Jr Blades is a Rec/plus program that is defined under the Blades competitive guidelines.

Recreational Coaches Section

Coaches Code of Conduct and Pledge

I will complete a Volunteer Disclosure Statement prior to the start of the soccer season and being assigned to a team.

I will place the emotional and physical well-being of the players ahead of a personal desire to win.

- Use appropriate language in appropriate tones when interacting with players, officials, parents and spectators.
- Include all players in team activities without regard to race, religion, color, sex, sexual orientation, body type, disability, ability or any other legally protected classification.
- Play all players according to the equal participation.
- Allow reasonable absences from practices.
- Treat all players, officials, parents and spectators with dignity and respect.

I will treat each player as an individual, remembering the large range of emotional and physical development for the same age group.

- Recognize the differences of each child and treat each player as an individual while demonstrating concern for their individual needs and well being.
- Encourage all players, regardless of skill level, to be included as a member of the team and to remain involved in sports.
- Recognize that some physical tasks, drills and demands are not appropriate for all youth.
- Recognize that youth may vary greatly in physical, social and emotional maturity and considering these factors when setting up practices and when interacting with youth.

I will do my best to provide a safe playing situation for the players.

- Maintain a level of awareness of potentially unsafe conditions. i.e. do not allow the players to climb, hang or swing on the goals or nets.
- Correct or avoid unsafe practice or playing conditions.
- Using appropriate safety equipment necessary to protect all players (players must wear shin guards).
- See that the players are provided with adequate adult supervision while under the coach's care.
- Protect players from physical or emotional abuse, sexual molestation and/or assault.

I will promise to review and practice the basic first aid principles needed to treat injuries of my players.

- Keep basic first aid supplies available in all practices and game situations.
 - Recognize and administer or request the proper first aid to any injured player.
 - Demonstrate concern for an injured player, notify parents or cooperate with medical authorities.
 - Protect the players' well-being by removing them from activity when injured and not returning them to activity if they are compromised by injury.
- Always** error on the side of caution.

I will do my best to organize practices that are fun and challenging for all players.

- Establish practice plans that are interesting, varied, productive and aimed at improving all players skills and individual abilities. Practice plans are provided to meet this requirement.
- Devote appropriate time to the individual improvement of each player.
- Conduct practices of reasonable length and intensity appropriate for the age and conditioning of the players.

Several booklets are available at the CSC office and on the web page at www.caspersoccerclub.com as well as access to the Director of Coaching for

assistance. Short training sessions are offered at the beginning of the season.

I will lead by example in demonstrating fair play and sportsmanship to all the players.

- Use the influential position of youth coach as an opportunity to promote, teach and expect sportsmanship and fair play.
- Provide an environment conducive to fair and equitable competition.

I will provide a soccer environment for my team that is free of drugs, tobacco and alcohol, and I will refrain from their use at ALL Casper Soccer Club events.

- Being alcohol and drug free at all team activities or in the presence of players, and refrain from the use of tobacco products.
- Encourage parents to refrain from the public use of tobacco products and alcohol at team activities.

I will use those coaching techniques appropriate for the age and the skill of the team.

- Discourage illegal contact or intentional dangerous play and administer swift and equitable discipline to players involved in such activity.
- Teach techniques that reduce the risk of injury to both the coach's own players and the opponents.

I will remember that I am a youth soccer coach, and that the game is for children and not adults.

- Place the emphasis on fun and participation and exhibit gracious acceptance of defeat or victory.
- Accept and adhere to all league rules and policies related to the participation of adults and youth.
- Allow and encourage the players to listen, learn and play hard within the rules.

Enforcement of the Code of Conduct

The Code of Conduct defines the expectation for adults serving as coaches for the Casper Soccer Club and provides the tools to be used by the Club, when necessary, to check behavior and to respond with resolve to ensure the development and safety of the children.

Every volunteer coach is required to complete a Volunteer Disclosure Statement, which enables the CSC to obtain certain consumer reports. Every CSC volunteer coach is required to adhere to the Coaches' Code of Conduct.

In order to provide the CSC the flexibility to take appropriate action when a coach is found to have violated the Coaches' Code of Conduct, a range of possible actions has been developed to be considered by a review or grievance committee. (See also grievances/complaints and complaint against a coach procedures.)

Possible actions will include but not limited to:

- Apology from the coach
- Probation
- One Game Suspension
- Multiple Game Suspensions
- Seasonal Suspension
- Permanent Dismissal from coaching privileges and/or ban from CSC activities

The specific response of the review/grievance committee may include terms and conditions supplementing one or more of the listed sanctions. When reviewing a complaint and deciding what action is the most appropriate in a given situation, the committee may take into consideration various extenuating circumstances.

Factors that may suggest a more lenient sanction include but are not limited to:

- First Offense
- Remorse
- Apparent Desire to Reform

- Other Good Coaching Attributes

Factors that may suggest a harsher sanction include but are not limited to:

- Child Endangerment
- Violation of the Law
- Prior Complaints/Review Action
- Lack of Remorse
- Extraordinarily Poor Judgment around Children

Complaint Against a Coach Procedure

Should a player, a parent or other party have a concern about a coach, the concern or conflict should first try to be settled with the coach. If the matter is not resolved, and the concern or behavior still exists, then the concern/complaint/grievance can be filed in writing with the Casper Soccer Club office. The CSC Administrator and/or Director of Coaching will follow up on all complaints and concerns. When the CSC receives a written complaint against a coach the Grievance Policy and Procedures will be followed.

Players & Parents Section

Responsibilities and Expectations

Participation in youth sports programs can have a lasting and meaningful effect on children's lives. Therefore, it is the goal of the Casper Soccer Club to provide the highest quality of athletic programs that is available to ensure that a child's experience with sports is a positive one. It takes the cooperation of everyone involved, including the participant, to make this happen. The Casper Soccer Club has established the following Code of Conduct for the participants.

Youth Player Code of Conduct

I hereby pledge to be positive about my sport experience and accept responsibility for my participation by following the Code of Conduct.

1. I will encourage good sportsmanship from my fellow players, coaches, officials and parents at every game and practice by demonstrating good sportsmanship.
2. I will attend every practice and game that I can, and will notify my coach if I cannot.
3. I will expect to receive fair and reasonable playing time.
4. I will do my very best to listen and learn from my coaches.
5. I will treat my coaches, other players, officials, parents and fans with respect regardless of race, sex, creed, or abilities, and I will expect to be treated accordingly.
6. I deserve to have fun during my soccer experience and will alert parents or coaches if it stops being fun.
7. I deserve to play in an environment that is free of drugs, tobacco and alcohol and expect players & adults to refrain from their use at all Casper Soccer Club events.
8. I will encourage my parents to be involved with my team in some capacity because it's important to me.
9. I will do my very best in school and will not make sports a priority over schoolwork.
10. I will participate for the love of the game of soccer, fun, learning and the competition and not to win at all cost.

11. I will take care of the facilities, goals, nets and equipment that are provided.
12. I will come to the practices and games prepared to participate with the proper equipment and water.
13. I will refrain from horseplay and dangerous activities, and avoid all taunting and belittling remarks to my teammates or opponents.

Corrective Action Policy

Players who fail to adhere to the Code of Conduct or do not live up to their responsibilities or expectations will be subject to disciplinary action. The Casper Soccer Club does not want a problem child to spoil the experience of recreational soccer for the other children in the Club. The CSC has instituted a Corrective Action Policy to establish appropriate consequences for inappropriate behavior.

The Corrective Action Policy is a guide to assist coaches and the CSC/DOC to run a quality program. The Corrective Action Policy is a 4-step system designed to forgive a mistake but to firmly address chronic misbehavior.

For violations of the Code of Conduct, the following steps will be followed:

Step 1—Verbal Warning—

Coach will discuss undesirable conduct with the player and parents and stress that this behavior will not be tolerated.

Step 2—Period Suspension— The Coach will inform the DOC of the repeated behavior. Under the supervision of the DOC, the coach will bench the offending player for 1 period of time during a game when he/she should be playing.

Step 3—Game Suspension—

The DOC will bench the offending player for 1 entire game when he/she should be playing. The player and the parent(s) must attend a meeting with the coach, CSC DOC and/or administrator and at least 1 board member before the player is allowed to resume playing. The player will be warned that the next offense will result in his/her expulsion from the CSC.

Step 4—League Expulsion—

The participant on the 4th step will be expelled from the CSC for the current season and no refund will be given.

The parent(s) will then have to make a formal request to be re-instated into the league for the next season. The child and parent(s) will have to meet with the CSC administrator and/or DOC prior to the start of the season to determine if the child is capable of playing within the guidelines of the program.

These guidelines are not absolute in dealing with behavioral problems. Severe situations could merit harsher and immediate sanctions against the participant.

Parent or Guardian Responsibilities and Expectations

In order for a program to be truly successful, it takes the cooperation of everyone involved: players, coaches, officials, administrators and especially parents. Parents have the following responsibilities and expectations when their child is participating in the Casper Soccer Club.

Parents have a responsibility to their children: To make sure that your child gets the most out of his or her playing experience, parents should show their unwavering support, including positive reinforcement of your child's performance and effort. This is absolutely essential, especially at an early age, to ensure their healthy development. Parents should also be positive role models, including, but not limited showing proper sportsmanship at all times and refraining from negativity of any kind.

Parents have a responsibility to the Coaches: Coaches volunteer their personal time to spend it with your child. They need you to be supportive of their decisions and not undermine their efforts. If you do not agree with a coach, you are expected to tell the coach, but make sure it is done at the right time and place and not in front of the players. Parents are also expected to drop off and pick up their children on time for games and practices, and it is highly encouraged for parents to stay and participate in order to maintain control of the group and to assist the coach as needed.

Parents have a responsibility to the League: League administrators cannot be at all games and practices of all teams. Therefore, in order to maintain the protective shell around these programs, it is essential for parents to report abusive behavior or any other situation that needs to be address to the administrator. This to the only way that these programs can achieve their intended goals.

Parents have a responsibility to other Parents: Competition and taunting between parents is never acceptable, and no parent should ever feel embarrassed or disappointed by their team or child's performance. Good plays should always be cheered, and disappointments should always be consoled, no matter whose team it affects.

Parents have a responsibility to themselves: It is your responsibility to enjoy watching your child and other children participate and learn.

Parent/Legal Guardian Code of Conduct Agreement

As a parent/legal guardian of a child involved with the Casper Soccer Club and the recreational program, I agree to abide by and follow these rules and guidelines:

1. I will promote the emotional and physical well-being of the athletes ahead of my personal desire to win and that my child plays soccer for his/her enjoyment, not mine.
2. I will encourage good sportsmanship through my actions by demonstrating positive support for all players.
3. I will provide support for coaches and officials working with the athletes to provide a positive experience for all.
4. I will demand that my athlete treat all players, coaches, officials, parents and spectators with respect regardless of race, creed, color, sex or ability.
5. I will treat all players, coaches, officials, parents and spectators with dignity. I will not use improper language, gestures, poor attitude, behavior or mannerisms. I will not taunt any player, coach, official or other spectators.
6. I will cheer for my child and his/her team and allow the coach to do their job of coaching.
7. I understand that making inappropriate physical contact with any coach, player, official or other parent will result in expulsion from the CSC.
8. I will not enter the playing field without the permission of the referee and my athlete's coach. To do so will be a violation of the playing rules and possible expulsion from the CSC.
9. If I have a problem with my athlete's coach, I will address my concerns with him/her first. If the problem is not resolved to my satisfaction I will make a written request to have the CSC Board of Directors address my concerns.
10. The coaches should concentrate on their players, not parents.

By registering my child(ren) in the Casper Soccer Club recreational program, I agree to support and promote the Parent/Legal Guardian Code of Conduct. Further, my failure to comply with this agreement will result in disciplinary action based on the corrective policy outlined below, and may including the expulsion of my child(ren) from the Casper Soccer Club recreational program.

Step 1 – Verbal warning from the coach with the coach politely asking the parents to review the code of conduct.

Step 2 – Meeting with Coach, Parent and DOC and possibly another CSC board member to review and try to resolve the situation.

Step 3 – Game Suspension – The parent will not be allowed on the field during the next game played the player.

Step 4 – Club Expulsion – The parent(s) and the player will be dismissed from the league for the remainder of theseason.

The parent(s) will then have to make a formal request to be re-instated into the league for the next season. The parent(s) will then have to meet with the CSC administrator and/or DOC prior to the start of the season to determine if the parent can abide by the guidelines of the program.

These guidelines are not absolute in dealing with parent situations. Severe situations could result in harsher sanctions and may result in immediate dismissal from the CSC programs.



The guidelines outlined in this handbook are basic guidelines and may not cover all of the issues that may present themselves over the course of a recreational season. The Casper Soccer Club reserved the right to decide on these matters if they arise. In the event that an incident presents itself that cannot be resolved between the parties involved, the following grievance steps will be taken.

Grievance Policy and Procedures

1. Any person and/or persons wishing to file a grievance must do so in **writing** to the CSC Board of directors or DOC at the Casper Soccer Club office within 30 days of the occurrence.
2. The CSC Board will appoint a Grievance Committee to review the incident. The Grievance Committee that will consist of a least 3 CSC members that are not involved. The GC will notify the person and/or persons involved in the grievance within 10 days of receiving the written notification.
3. The GC will then gather the related information, which may include eyewitness accounts, written information, i.e. handbook, registration forms etc., and other such information. Information shall be gathered within a 20 day period from the time of the notification to all parties or an explanation of additional time needs to be sent to parties involved.
4. If the GC decides that the incident that initiated the grievance and/or the grievance itself has no merit, they will render their decision immediately and notify the parties by letter. (may be sent electronically)

If the GC finds that it warrants further consideration, the following steps will be initiated in a timely matter.

1. The Grievance Committee will notify all the parties involved 7 days in advance of a date to hear the grievance.
2. All persons wishing to address the Committee, either for or against the grievance, shall notify the committee that they would like to be put on the hearing agenda within 4 days of the notification.
3. Each person will be allotted 10 minutes to address the committee. If any person cannot attend, they will be allowed to submit in writing their response to the grievance.
4. The Grievance Committee will meet separately to consider the grievance and render their decision.
5. All parties will be notified by either a follow up meeting or by written notice as to the committee's decision. The committee will inform the CSC Board of the decision and it will be noted in the minutes of the next board meeting.
6. Any decision rendered by the GC may be appealed to the CSC Board. A written appeal of the GC decision must be received or post marked within 7 days of the GC's decision. It will be presented at the next board meeting.
7. If the decision of the Grievance Committee determines that suspension from the CSC is warranted, then the Board will take into consideration the period of probation or suspension recommended by the committee and implement the decision. The decision may also include follow-up meetings and/or observations as to the probation period, before the incident is resolved and reinstatement has occurred.

Competitive/Select Blades Soccer



Casper Blades FC

The Casper Soccer Club offers the more competitive player the chance to compete on a traveling soccer team called the Casper Blades FC. Player ID Sessions for the Casper Blades are held between May 31st and July 15th of each year for the next season starting August 1st. The **Competitive Soccer Rules and Guidelines** are found on the CSC web site at www.caspersoccerclub.com.

Casper Junior Blades FC

The Casper Junior Blades and the Rec/Plus is an intermediate competitive program that is available to recreational players during the season. Registration for the Junior Blades RecPlus program will be announced at registration for the season and the season ends in June. The players must be registered and participate on a recreational team but are allowed to compete at a higher level. The Junior Blades/RecPlus are limited to the number of tournaments that they can attend. The Junior Blades are formed at the U7/8 age group and the RecPlus is U9/10 and older. Additional fees will apply. See also the Blades guidelines on the web site at www.caspersoccerclub.com.