

# **CALGARY MINOR SOCCER ASSOCIATION**



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SOCCER ASSOCIATION**

# **TEAM OFFICIAL'S RULES OF PLAY Outdoor 2010**

## **NOTICE TO ALL TEAM OFFICIALS**

**Please take the time to read this entire book. It contains many important rules and information you will need as a team official in CMSA. Most of the questions you have will also be answered within this book. Reminder that not knowing it was a rule is not an acceptable argument or defense.**

### **VISION STATEMENT**

Calgary Soccer, the premier sport.

### **MISSION STATEMENT**

Dedicated to working for our member organizations to develop, organize, and promote soccer; and create opportunities that allow all participants to reach their desired level of achievement within the sport”

### **VALUE / BELIEF STATEMENT**

**Leadership**----- Demonstrate leadership in the sport of soccer and being progressive in our actions

**Integrity**----- Conduct all business in an honest, ethical and trustworthy manner

**Fair Play**----- Adhere to the principles of “Fair Play” both on and off the field.

**Excellence**----- Strive for and support the greatest level of achievement for players, volunteers, and staff.

**Accountability**----- Committed to fiscal responsibility, accountability, and good business practices in all our actions.

**Excellence** ----- Strive for and support the greatest level of achievement for members, players, volunteers and staff

**Stewardship** ----- Engagement- Listen vs. telling membership, external communication

### **COACHING CODE OF ETHICS**

**Integrity**----- The coach must act with integrity in performing all duties owed to athletes, the sport, and other members of the coaching profession and public.

**Competence**----- The coach must strive to be well prepared and current so that all duties in the respective discipline are fulfilled with competence.

**Athletes Interest**----- The coach must act in the best interest of the athlete’s development as a whole

person.

**Personal Conduct**----- The coach must maintain the highest standards of personal conduct and support the principles of fair play.

**Respect for the Rules**----- The coach must accept both the letter and the spirit of the rules that define and govern the sport.

**Respect for Officials**----- The coach must accept the role of the officials in providing judgment to ensure that competitions are conducted fairly and according to the established rules.

### **SPECTATOR'S CODE OF ETHICS (Adopted from the YMCA Spectator's Code)**

- 1 Remember that children play organized sports for their own fun.
- 2 Be on your best behavior.
- 3 Applaud good plays by your own team AND visiting teams.
- 4 Show respect for your team's opponents.
- 5 NEVER ridicule or scold a child for making a mistake during the competition.
- 6 Condemn the use of violence in all forms.
- 7 Respect the officials' decisions.
- 8 Encourage players to always play according to the rules.

Professional athletes are not always good role models for children, but the good sportsmanship and healthy lifestyle gained in our country's sports programs can make children good role models for each other, parents, and for future generations.

**But first adults have to let them play and send them the right messages.**

**GLOSSARY**

|   |      |
|---|------|
| Calgary Minor Soccer Association .....                  | CMSA |
| www.calgaryminorsoccer.com                              |      |
| Calgary Soccer Federation.....                          | CSF  |
| www.calgarysoccerfederation.com                         |      |
| Alberta Soccer Association .....                        | ASA  |
| www.albertasoccer.com                                   |      |
| Canadian Soccer Association .....                       | CSA  |
| www.canadasoccer.com/                                   |      |
| Federation Internationale de Football Association ..... | FIFA |
| www.fifa.com  |      |

**DEFINITIONS**

For the purpose of clarity, the following words shall have the following meanings throughout this document.

**Club:**        **Club** shall refer to any **organization** that has applied for, and has been granted membership in the Calgary Minor Soccer Association by the Board of Directors as set out in the current Bylaws of the Association. Such organizations may be from within or without District 4, and may be based around community, cultural, or traditional grounds as set out in the Policies of the Association. For the purposes of tournament discipline only, this definition would be extended to include the guest organizations whose teams are registered in the corresponding tournament.

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## **RULES OF PLAY**

These Rules of Play shall conform to the constitution of the Alberta Soccer Association (ASA) subject to minor exceptions. These rules apply only to Calgary Minor Soccer Association (CMSA) programs. Any provincial competition will be governed by Alberta Soccer Association (ASA) rules of play. ASA Rules of Play can be found on the (ASA) website.

Except where modified by CMSA and/or ASA and/or CSA, the Laws by which all games are to be played are those currently approved by the Federation Internationale de Football Association (F.I.F.A.). Laws of the game can be found on the FIFA website.

Upon acceptance by CMSA of a team's initial player registration sheet, such team (and all persons registered to said team) is deemed to have accepted and agreed to CMSA Rules of Play as stated in this book and will accept any interpretation of these rules by the CMSA Board. The singular shall include the plural and vice-versa. Masculine shall include the feminine and vice-versa.

### **SECTION I - TEAM AND PLAYER REGISTRATION**

In all age groups, team entries will be allowed into Club programs as outlined within the CMSA By-Laws, "General Membership Guidelines" and CMSA Rules of Play.

- A. Teams are entered into CMSA seasons leagues by the clubs belonging to CMSA. Please contact your club president or registrar for more information on this process.
- B. By registering with CMSA, the team is committing to any post season competition (Provincials, Inter-Cities, etc.) that the team may qualify for. A Club whose team withdraws from any post season competition prior to or during the event for any reason (including the inability to field a team) will be subject to a financial penalty as determined by CMSA and ASA.

| <i>C.</i> | <i>PLAYERS BIRTH YEAR</i>  | <i>AGE GROUP CATEGORIES</i> |
|-----------|----------------------------|-----------------------------|
|           | <i>2004 or later.....</i>  | <i>U6</i>                   |
|           | <i>2002 or later .....</i> | <i>U8</i>                   |
|           | <i>2000 or later.....</i>  | <i>U10</i>                  |
|           | <i>1998 or later .....</i> | <i>U12</i>                  |
|           | <i>1996 or later .....</i> | <i>U14</i>                  |
|           | <i>1994 or later .....</i> | <i>U16</i>                  |
|           | <i>1992 or later .....</i> | <i>U18</i>                  |

- D. An eligible player is one who has been properly registered, is not under suspension, does not exceed the limiting age for their category, and resides within District 4, unless properly transferred from another District. For more information on the process to register players to a team, please contact your club president or registrar. Playing an ineligible player as determined by CMSA will result in the loss of points for the game(s) in which the player participated, and may lead to disciplinary action being taken against the coach of the team.
- E. Once registered in an age group (U10 – U18), a player or team cannot move to a lower age group in any CMSA or ASA competition without the approval of the organizing body, even though the player or team would otherwise qualify for the lower age group.

- F. ANY PLAYER WHOSE REGISTRATION INFORMATION ON THE PLAYER REGISTRATION SHEET IS IN ANY WAY INCOMPLETE SHALL BE DELETED FROM THE PLAYER REGISTRATION SHEET.** Such player shall be classed as ineligible to play until properly registered.
1. Police Clearances (CPIC) and Coaching Code of Ethics for Team Officials:
    - a. All listed roster officials are required (regardless of occupation) to have a current CPIC and signed Coaching Code of Ethics on file at the CMSA Office
    - b. Officials will not be added to any team roster until a current CPIC is received in the CMSA Office
    - c. CPIC's obtained from sources other than the Calgary Police Service or the RCMP must indicate clearly that a Vulnerable Sector Search has been completed
    - d. CPIC's are valid for 36 (Thirty-Six) months
- G. No player shall have their name registered for more than one team under the jurisdiction of CMSA during any one season unless properly transferred (See Section IV).
- H. Team Official Movement – Team Officials may choose to switch clubs at any time of the season
1. Team Officials that switch to a new club can only be registered with the same age group or gender provided there are not more than 20% (Twenty Percent) of players on their new club from their previous club, within that season (indoor or outdoor).
  2. If mutually agreed upon in writing between two organizations, the above restriction does not apply. The written agreement must be submitted to the CMSA office prior to the team official registering.
- I. In order to play in CMSA sanctioned games, all teams and players must be properly registered.
- J. Exhibition games between registered CMSA Soccer teams and non-sanctioned Soccer teams are not permitted. Any registered CMSA Clubs, CMSA Members, or ASA Officials, participating in such matches will face disciplinary action.

## **SECTION II – TEAM ROSTERS AND PLAYERS PLAYING UP**

- A. All U-10 to U-18 teams may register up to 20 (Twenty) players at any one time in a season and may have up to a maximum of 20 (Twenty) players dressed for their games.
- B. Each team shall have in attendance at each game a team official or other responsible person to look after and take responsibility for the team, before, during, and after the game. Clubs are responsible for the behavior and actions for their team officials at any soccer event.
- C. Each team can have the following maximums for team officials:
  1. 1 (One) Coach
  2. 2 (Two) Assistant Coaches

3. 1 (One) Team Manager
4. 1 (One) Age Group Coordinator or Trainer (Medical Personnel)

Each team can have 1 (One) scorekeeper, who is not considered part of the team official staff.

For male teams, one of the team officials must be a male adult. For female teams, one of the team officials must be a female adult. For any team that has both males and females playing, the team must have a male and female team official. Anyone assigned to a team as a coach, assistant coach, or team manager will also have the ability to score games. They do not need to be set up as a scorekeeper in addition to their other team role.

- D. Only 4 team officials are allowed on the team bench/technical area, although there may be up to 5 listed on the team's roster.
- E. Players who are not listed on the game sheet and who do not play in the game are not considered as part of the team's roster for that game. Players listed on the game sheet are deemed to have played in the game.

Players who are suspended shall be noted on the game sheet indicating the number of games that remain to be served to complete the suspension.

- F. For Player Transfer Rules, please contact your club president or registrar. See Appendix A for Important dates and deadlines regarding transfers.
- G. Whether a game is classed as round-robin, regular league, or play-off game once a player has been registered, that player is allowed to "play up" for a total of 6 (six) games per team in any one season during the regular league and play-off competition. Exhibition, Provincials, Inter-Cities, City Finals and tournament games do not count towards the total of 6 maximum play-up games per team.

To clarify, 6 (six) games is the total number of games allowed per team for the player. The play-up may be with any team within their own club or with another club. After playing six "play-up" games with one particular team, in order to play on that team again for the remainder of the season; the player must transfer prior to the seventh game.

Any player playing up with another club must have written permission from a team or club representative. Failure to comply would be a violation of Section III: Recruiting.

No player will be permitted to transfer after the transfer deadline therefore any team playing a "play-up" player past the player's 6<sup>th</sup> (Sixth) game per team maximum after the transfer deadline will forfeit the game.

#### H. Play Up Rules:

1. Tier I – a Tier I player can only play up for a Tier I team in a higher age group.
2. Tier II – a Tier II player can only play up for a Tier I team in the same age group or for a Tier I or II team in a higher age group.
3. Tier III – a Tier III player can only play up for a Tier I or II team in the same age group or for a Tier I, II, or III team in a higher age group.

4. Tier IV – a Tier IV player can only play up for a Tier I, II or III team in the same age group or for a Tier I, II, III, or IV team in a higher age group.
5. Tier V – a Tier V player can only play up for a Tier I, II, III, or IV team in the same age group or for a Tier I, II, III, IV or V team in a higher age group.
6. Tier VI – a Tier VI player can only play up for a Tier I, II, III, IV or V team in the same age group or for a Tier I, II, III, IV, V or VI team in a higher age group.
7. U10 Tier A – depending on which sub Division the U10 Tier A player is playing in, they can only play up for a team in a higher sub Division in the same age group or for any Tier I, II or III team in a higher age group.
8. U10 Tier B – depending on which sub Division the U10 Tier B player is playing in, they can only play up for a team in a higher sub Division in the same age group, or for any U10 Tier A team, and for any Tier I, II, III, IV or V team in a higher age group.
9. U10 Tier C – depending on which sub Division the U10 Tier C player is playing in, they can only play up for a team in a higher sub Division in the same age group, or for any U10 Tier A or B team, and for any Tier I, II, III, IV, V or VI team in a higher age group.
10. U8 – a U8 player can play up for any team within U8's or with any team in U10.
11. For groups that have a seeding round, for the duration of the seeding round, you can not play for any other team within your Tier grouping or Division other than your own. For example, in the Tier V seeding round, you can not play for any other team in Tier V for your age group but you can play for any Tier V team in higher age groups. Once the seeding round is completed, the rules above are to be followed.

For the Tier I/II, Tier II / III, and Tier III/IV seeding rounds, a player can not play for any other Tier I/II, Tier II / III, or Tier III/IV team within their age group until the seeding round is completed. They can play up with any other Tier II / III or Tier III/IV in a higher age group. Once the seeding round is completed and the team has been designated as a Tier I, Tier II Tier III, or Tier IV team, the above rules will apply.

12. Any provincial contending Tiers (I-IV) that have Pool A and B, players cannot play across within that Tier. Pools within a Tier only exist to facilitate competition and scheduling within the Tier.
  - I. Girls may play-up for both genders in their Club, in accordance with the above rules, and may also play on a boy's team of the same tier and age grouping, providing that there is a female adult on the bench.
  - J. In Crossover Leagues that have different Tiered teams in the same age group, and in games where different tiered teams are playing each other with the results counting towards the final standings, the lower tiered team cannot draw 'play-up' players from a higher tier. Also, the higher tiered team cannot draw 'play-up' players from the same tier in the next lower age group which would be equivalent to the same age group as their opponent.

For example, if there are Tier III teams playing in a League with Tier II teams and the games count for points in the final standings, in the games where teams from the different Tiers play one another, the Tier III team cannot draw players from Tier II and the Tier II team cannot call-up players from Tier III teams.

- K. Where teams of different age groups are competing against each other in the same league, the above "playing-up" rules still apply to such teams within the same league. For example, a U14 Tier I player can play up on a U16 Tier I team when that team is playing another U16 Tier I team but may not play up when the U16 Tier I team is playing an U14 Tier I team.
  - L. A player's "play-up" game is any game, in which the player is listed on the game sheet, is dressed for, and plays in the game (subject to that player being eligible to play in such game). It is the coach's responsibility to so mark the game sheet and state whether it is the players 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup>, or 6<sup>th</sup> "play-up" game.
  - M. All registered U10 players, playing-up in a U12 or higher game, require a restricted movement pass, signed by their Coach or Club President. This pass is to be given to the team the player is playing-up with. The pass, along with the game sheet is to be submitted to the Referee.
  - N. Play-up rules relate to the age group and Tier in which players are registered, not to the birthdates of the players. Thus, a player, who is registered in an age group higher than that required by their birth-date, cannot move down and play for a team registered in the age group corresponding to their birth-date.
  - O. ASA or CSA player registration rules shall apply to teams participating in ASA or CSA competitions.
- P. VIOLATING ANY OF THE PROVISIONS OF THIS SECTION MAY RESULT IN DISCIPLINARY ACTION BY CMSA.**

### **SECTION III - PLAYER RECRUITMENT**

It is anticipated in an open boundaries system that Players will be solicited to move from one Club to another. If a Player is a minor, the Player must be accompanied by a Parent or Guardian during any such solicitation. Addressing any minor player outside the company of their legal Guardian may be considered 'conduct likely to bring the game into disrepute' and will be dealt with according to the CMSA Discipline Code.

Irrespective of whether a Player is an unaccompanied minor, is of legal age, or has the counsel of a Parent or Guardian, any persistent, harassing or unwanted contact by an official of any Club seeking to have the Player change Club affiliation will be considered 'conduct likely to bring the game into disrepute' and will be dealt with according to the CMSA Discipline Code.

The specific rules around acceptable and unacceptable player solicitation are as follows:

- A. Recruiting. "Recruiting of players" is defined as any effort, action or solicitation of a prospective player or a prospective player's relatives [or legal guardian(s)] by any club or team representative or person representing a club or team's interests, including parents and players, for the purposes

of enticing a player to move from one club or team to another club or team, or to a club or team participating in another league:

1. Club Representative. Any coach, assistant coach, manager, administrator, board member, volunteer, player, parent of a player, guardian of a player, or relative of a player who acts in the interests of a club is considered a club representative.
  2. Team Representative. Any coach, assistant coach, manager, administrator, board member, volunteer, player, parent of a player, guardian of a player, or relative of a player who acts in the interests of a team is considered a team representative.
- B. Recruited Prospective Player. Actions by club or team representatives, or persons representing the club or team's interests, that cause a prospective player to become recruited by a club or team are:
1. Having the prospective player attend one or more team practices, training sessions or other events of another club or team outside of the player's current club or team.
  2. Having an arranged in-person encounter with the prospective player or the prospective player's parent(s), relative(s), or legal guardian(s) for the purposes of recruitment.
  3. Having a chance encounter with a prospective player or a prospective player's parent(s) or legal guardian(s) that results in recruitment of a prospective player.
  4. Initiating or arranging a telephone, e-mail, mail, or any other contact with the prospective player, the prospective player's parent(s) or legal guardian(s) for the purposes of recruitment.
- C. Recruiting Periods. Recruiting is only permitted during specific recruiting periods.
1. Contact Period. The contact period is that period of time when it is permissible for club or team representatives, or persons representing the club or team's interests, to make in-person contact with a prospective player, or a prospective player's parent(s) or legal guardian(s) through telephone conversations, arranged meetings, open houses, registration events, team training sessions, and other club or team events. See Appendix A for dates.
  2. Quiet Period. The quiet period is that period of time where **it is not permissible** for any club or team representative, or person representing a club or team's interests, to have any contact with a prospective player or a prospective player's parent(s) or legal guardian(s), except as outlined under the Permissible Contact section below. The quiet period is that period that falls outside of the contact period.
- D. Permissible Contact during Quiet Period. Permissible contact is any contact with a prospective player, or a prospective player's parent(s) or legal guardian(s), which occurs by chance or through an arranged encounter that is not designed to cause a prospective player to become recruited:
1. It is permissible for a club or team representative to greet and speak to a prospective player, or the prospective player's parent(s) or legal guardian(s) in a chance or incidental encounter provided that the prospective player is not recruited during the encounter.

2. It is permissible for a club or team representative to greet and speak to a prospective player, or a prospective player's parent(s) or legal guardian(s) who are known to the club or team representative through a working relationship, family relationship, neighborhood or community relationship, spousal relationship, or other previous relationship provided that the prospective player is not recruited during the encounter.
  3. It is permissible for a club to advertise for the next season to the general public. This includes holding open player registrations where players approach the club to play.
- E. Permissible Recruitment Activities. Activities that are permitted within the allowable Recruiting Periods are considered Permissible Recruiting Activities. The following are considered Permissible Recruiting Activities:
1. Telephone Contact. It is permissible for a prospective player to receive telephone calls or messages from a club or team representative, or person representing a club or team's interests for the purposes of recruiting the prospective player.
  2. Written Correspondence. It is permissible for a prospective player to receive e-mail or mailed written correspondence from a club or team representative, or person representing a club or team's interests for the purposes of recruiting the prospective player, provided that the written correspondence is at the club's or team representative's expense.
  3. In-Person Contact. Direct in-person communication between a prospective player, or a prospective player's parent(s) or legal guardian(s) and a club or team representative, or person representing a club or team's interests for the purposes of recruiting the prospective player is acceptable. In the event that the prospective Player is under the age of eighteen, the Player must be accompanied by the player's parent(s) or legal guardian(s).
  4. Team try-outs for creation of teams for the next season held during the quiet time are permitted so long as the try-outs are open to the general public. **Any player that is currently registered with another club must obtain written permission from their current club or team official in writing to attend said try-out.**

Public means that the information and opportunity is readily available to the general populace.

- F. Impermissible Recruitment Activities. Activities that are not permitted in the recruiting of a prospective player are outlined below:
1. Covering of Expenses. Provision of any form of financial incentive to a prospective player, including waiving or partial waiving of fees, is prohibited. This also includes subsidization of training camps or other related activities unless this benefit is available to all players registered with the club.
  2. Covering of Transportation Costs. Provision of transportation services or transportation incentives to a prospective player is prohibited.
  3. Roster Guarantees and Team Placement Offers. Guarantees of team placement in leagues, roster placement, starting line-up status, or the like is prohibited.

4. Other Placement Incentives. The use of professional, college, university, provincial or national level exposure incentives is prohibited.
- G. Disciplinary Action. In the event that any breach to the recruitment rules are identified by the CMSA Discipline Committee, the offending Club/Team/Coach may be penalized under current CMSA discipline rules regarding “conduct likely to bring the game into disrepute”:
1. In order to bring about any disciplinary action against a coach, team manager or club for recruiting a player under the age of 18 (eighteen) years, the minimum requirement shall be as follows:
 

*Any complaint by a registered CMSA player under the age of 18 (eighteen) years, Team Management, or Club Member for attempted or actual recruiting must be submitted in writing to the CMSA Discipline Chair by the player’s coach of the team with whom the player registered, parent(s) and/or custodian. The submitted written statement must be dated and documented with details of all persons involved, related to the attempted or actual recruiting for the player’s playing services. Any person submitting a written statement must appear at a discipline hearing if requested by CMSA.*

    1. If the CMSA Discipline Committee deems the complaint to have merit, in case of any legal action brought forward, CMSA will be the lead defendant.
    2. Any retaliation will be deemed as bringing the game into disrepute, and will be dealt with by CMSA Discipline.

#### **SECTION IV - LEAGUE PLAY**

- A. The League competition will commence on the dates set seasonally by CMSA. Schedules may not be altered following commencement of play except by, or with the approval of, CMSA.
 

ASA Regional, Provincial, and CSA Inter Provincial scheduled games shall take priority over CMSA games.
- B. CMSA will determine the formats of each division and tier based on the number of teams entered in each. Schedules will be posted on the website by the date indicated in the program calendar.
- C. CMSA will have set days of play for U10 Tier A, B and C, and U12 – U14 Tiers V and VI. These dates will remain the same for both the Indoor and Outdoor seasons.
  1. U10 Tier A play on Wednesdays or Sundays
  2. U10 Tier B play on Mondays or Saturdays
  3. U10 Tier C play on Thursdays or Sundays
  4. U12 Tier V play on Wednesdays or Sundays
  5. U12 Tier VI play on Tuesdays or Saturdays

6. U14 Tier V play on Tuesdays or Saturdays
7. U14 Tier VI play on Wednesdays or Sundays

- D. Where there are insufficient teams in an age group and/or Tier to form a viable league, CMSA shall combine such teams with other teams of a different age group and/or Tier if it is considered both practical and logical to do so.
- E. CMSA may direct any team to move to another Tier that has a level of play more suitable to that team as illustrated by past performances. Implementation of any such move may be initiated by CMSA at any time during the season.
- F. All players playing U12 and above require a CMSA photo ID card prior to playing. The coach of any team, U10 and above, requires a CMSA photo ID card prior to coaching. It is recommended that each team official on the roster have a CMSA photo ID card.  
  
Photo ID sessions prior to the season starting shall be set by CMSA and published on the CMSA website and seasonal calendar.
- G. For any challenge games, CMSA will determine the format and rules when necessary to do so.
- H. CMSA shall determine the teams that will represent CMSA in the ASA Regional, Provincial, and/or Inter-Cities competitions in those age groups where such competitions are held. Information on ASA or Inter-Cities competitions shall be provided to the teams involved upon receipt of the same from the organizing body.
- I. Any concern, complaint, issue, or possible protest from a Player, Parent, or Team Official will only be heard by CMSA if it is received through proper channels. These issues must be passed on to the individual Clubs. The Club (President / Executive) will address these issues and determine if they need to be forwarded on to CMSA. Protests of any nature must be accompanied by a \$150 (One Hundred and Fifty Dollars) administrative fee which must be paid at the time the protest is lodged.

## **ASSIGNMENT OF PLAYING FIELDS**

At the beginning of the season, CMSA will decide which age groups and tiers they will assign fields for and which age groups and tiers the home teams must supply a field for.

Coaches, via their club or community organization, are responsible for providing properly marked fields for their home games that are scheduled to be played on "Community Fields". Home teams may provide corner flags, not less than 5 feet in height, for all their home games.

At many community and some city fields, the field and the goals are not regulation size. The field markings may be lacking or non-existent, the ground may be uneven and the grass covering somewhat unkempt. Although contrary to FIFA Law I "Field of Play" the above shortcomings shall not be valid reasons for game cancellations or protests, unless the conditions are grossly irregular for the age group and Tier in question.

On any non-standard fields of play, both teams are subject to the same conditions and the game should be approached and played, recognizing as such.

Please see the CMSA Rescheduling Policy and Procedures on the CMSA website for rescheduling information.

## **ASSIGNMENT OF GAME OFFICIALS**

CMSA will determine at the start of the season which age groups and tiers it will assigned referees to games and which age groups and tiers the home team is responsible for find a referee(s) to officiate the game.

For those games where a Referee has not been assigned by CMSA/CSF, the home team is responsible for providing a registered ASA official. If the home team is unable to provide a registered ASA official, the away team shall be advised and may provide the registered ASA official. If no registered ASA Referee is available, it is the responsibility of the coaches of both teams to mutually agree on how to officiate the game.

In the event the assigned official does not show up for a game, or becomes incapacitated during a game, it is the responsibility of the coaches of both teams to mutually agree on the supply of a replacement official.

1. Both coaches must sign the game sheet with the replacement official prior to the game
2. The replacement referee must make disclosure on any relations to either team and state their credentials

The game must be played as scheduled and any delay to the start of the game shall be compensated for by reducing the length of the halves accordingly. It is strongly recommended that the mutually agreed upon Referee be at least 2 (Two) years older than the age of the players participating in the game being officiated.

Agreement to and acceptance of the official(s) shall be deemed conclusive by both teams once the game has commenced.

**Any scheduled game that both coaches do not agree on a Referee, points will not be awarded for that game. Where the game has an impact on final standings in relation to post season play, the game will be rescheduled at the discretion of CMSA.**

## **SECTION V - SCHEDULES, POSTPONED GAMES AND LATE KICK-OFFS**

Any team that does not show up for a CMSA scheduled game without permission from CMSA may come under review by the CMSA Discipline Committee.

- A. CMSA will create the schedules and formats based on the number of teams entered into each of the Divisions and Tiers and publish the schedules on the CMSA website. If a Division or Tier has a seeding round, only the seeding round schedule will be published on the website until the final standings are determined. Once that has happened, then the playoff schedule will be posted on the CMSA website.

All games must be played as scheduled unless re-scheduled in accordance with the current CMSA re-scheduling process, or cancelled or postponed by the CMSA.

- B. All games scheduled on City fields must be played as scheduled, unless the field is closed by the City Parks Department via the field closure phone line or website, or the game is rescheduled, postponed or cancelled by or with CMSA approval. If teams want to reschedule a game for any reason, they must reschedule the game in accordance with the current CMSA rescheduling process which is located on the CMSA website.
- C. Unless assigned a City field, the team shown as "home team" on the schedule, usually the first team named, or the team on top of the bracket on knock-out schedules, must supply a field for that game. If supplying a field is not practical or possible for a particular game, it is the responsibility of the home coach to inform the away coach so that alternative arrangements can be made. If the "away team" is able to supply a field on the scheduled date, the game shall be played on that field. All such arrangements, once agreed, must immediately be made known to CMSA. Failure to inform CMSA prior to the game may result in default for both teams as determined by CMSA.

In the event a replacement City field on an alternative date is not available from CMSA, the home team has the responsibility to supply a field as described under (D) below.

- D. For postponed games, the "home team" is solely responsible for rearranging the missed games including supplying a suitable field and Referee.
- E. Games scheduled on Community fields may be re-scheduled if the coaches mutually agree, alternative arrangements are made, and above all else, CMSA must be advised by both coaches prior to the game taking place.

Scheduled game times on Community fields may be changed slightly to suit the home team's local community field timetable. This is subject to the opposing coach being advised of, and agreeing to, such changes at least 48 hours prior to the game start.

- F. All league and play-off games must be completed by a date as determined by CMSA. If CMSA considers or foresees completion of a league or play-off schedule jeopardized by unnecessary build-up of rearranged games, they have the authority to direct any teams affected to play the rearranged game(s) prior to a certain date. Failure to comply with such a direction could result in a loss of points for both teams.
- G. The maximum waiting time to begin a game is 10 (Ten) minutes. If one team does not have the minimum number of 7-(Seven) players within 10 (Ten) minutes after the scheduled game start time, the result is a default. If both teams do not have the minimum number of players, neither team will be awarded any points.
- H. The period allocated to play scheduled games must not be exceeded, irrespective of late kick-offs or other delays. Should the game start late, normally the time lost shall be deducted from the total game time. The time remaining shall be halved, as each half shall be equal. Subject to validation by CMSA, the score standing at the termination of such games shall represent the final result.
- I. Only the Referee has the discretionary power to suspend or terminate games whenever, by reason of the elements, interference by spectators, or any other causes which he considers such stoppage is necessary. The referee must file a report of the incident within 2 (Two) business days to CMSA. The game will only be re-scheduled if CMSA considers it necessary and time for

replaying the game is available. The CMSA Discipline Committee has the authority to award game points in such games, to neither, one or both teams, as CMSA deems appropriate.

## **SECTION VI - DURATION OF GAMES**

Unless otherwise specified by CMSA, ALL games for all age groups shall consist of:

|           |   |
|-----------|---|
| U10 ..... | Two-(2), twenty five (25) minute halves |
| U12 ..... | Two-(2), thirty (30) minute halves      |
| U14 ..... | Two-(2), forty (40) minute halves       |
| U16 ..... | Two-(2), forty-five (45) minute halves  |
| U18 ..... | Two-(2), forty-five (45) minute halves  |

Half time will be a minimum of five (5) minutes.

All games in regular league play will be regulation time only.

Unless the rules of the competition provide otherwise, in games where a winner must be declared, and where both teams have an equal number of goals at the end of regulation time, penalty kicks shall be taken. Overtime, if applicable shall comprise of two (2), five (5) minute overtime periods with the 'golden goal' rule in effect (first goal scored in overtime wins the game).

Any Games not completed due to the decision by a Referee, after having played two thirds of the game, shall be deemed complete.

## **SECTION VII - NUMBER OF PLAYERS AND SUBSTITUTIONS (U14 to U18)**

- A. A minimum of seven (7) players on each team is required to officially start and continue a game. Any eleven-(11) Players on a team's official game roster may be on the field at any one time. Should a team not be able to field at least seven (7) players at any time during the game, the game shall be abandoned.
- B. There shall be no restrictions as to the number of substitutions made during a game, but no more than three (3) substitutions may be made at any one time, except at half-time, and at the end of regulation time if overtime is to be played, when any number of substitutions can be made. A substitution may take place only at a stoppage by the Referee and then only at the Referee's discretion. A substitution will not be allowed for any player who has been dismissed from the field of play by the Referee.
- C. ASA and CSA substitution rules shall apply to all Regional, Provincial, and National competitions respectively.

## **SECTION VIII – SCORES, LEAGUE STANDINGS, FORFEITURE OF GAMES, TIE BREAKING RULES**

- A. In league and cup competition (if applicable), points will be awarded as follows:  
**Win – 3 (Three) points    Tie - 1 (One) point    Loss – 0 (Zero) points**

A team that wins a game via a penalty kick contest shall have 1 (One) goal added to the goal total

for that team as it stood prior to the start of the penalty kick procedure.

- B. Forfeiture or default of a game for any reason shall result in the opposing team being declared 5-0 winners and the team causing the default shall be penalized the following:
- 1<sup>st</sup> Offense: no default fine
  - 2<sup>nd</sup> Offense: \$50 (Fifty Dollars) default fine
  - 3<sup>rd</sup> Offense: \$50 (Fifty Dollars) default fine
  - 4<sup>th</sup> Offense: see point C
- C. Any team that defaults 4 (Four) games in a single season will be removed from the League for the remainder of the season unless they can provide an extraordinary reason for their actions.
- D. Forfeiture or default of a game for any reason by both teams shall result in no points being awarded to either team.
- E. If a team drops out of a League competition before completion of the schedule, all its games played prior thereto and scheduled thereafter, shall be declared null and void.
- F. If CMSA determines that deliberate and willful forfeiture has occurred to thwart or benefit a team's standing in league or play-off schedules, CMSA shall take disciplinary action.
- G. For all games, any goals scored by one team that exceed a goal difference greater than 5 (Five), shall be ignored when the final score is recorded by CMSA (Mercy Rule). The Mercy Rule shall be in effect when determining league standings.
- H. The tie breaking rules will be used to determine final league standings where two or more teams are tied on points taking the entire round-robin into consideration where applicable. The score determined in (G) shall be used in determining tie breaking rules:
1. **Previous match results** - the most points gained in the match(es) between the teams concerned shall be used to determine the final standing.
  2. **Goal difference** - for any teams still tied, by deducting goals against from goals for in the match(es) between the teams concerned, the highest goal difference shall be used to determine the final standing.
  3. **Fewest goals conceded** - for any teams still tied, the fewest goals conceded in the match(es) between the teams concerned, shall be used to determine the final standing.
  4. For any teams still tied, methods 1, 2 and 3 in turn shall be re-applied to the match(es) between the teams still tied to determine the final standing
  5. For any teams still tied, methods 2 and 3 respectively shall be re-applied using goals scored and conceded for ALL games against ALL teams in the league or grouping.
  6. For any teams still tied, co-champions or equal places shall be declared, and if applicable, penalty kicks shall be taken to decide which team advances to the next competition.
- I. If any tier or group that could not complete all of their games due to a game being cancelled

by the city or CMSA and it could not be rescheduled by the round's deadline date, the standings will be determined on a points earned percentage basis. CMSA will take each teams points earned and divide that by the total points they could have earned, giving the teams points earned percentage. Teams will be ranked on this percentage, with the highest percentage being declared 1<sup>st</sup>, and so on. Games that have been defaulted count as a game played. If CMSA deems that there was ample time left for the game to be rescheduled but it was not, CMSA will award no points and treat it as a game played.

## **SECTION IX - TEAM MANAGEMENT**

**Coaches and managers are responsible to obtain and comply with Provincial and National rules of play before entering Provincial Competitions and National Tournaments.**

### **TEAM, COACH AND PLAYER COMMITMENTS**

- A. Each and every team that registers with CMSA has the responsibility to discharge its commitments, which are:
  1. Correct and timely registration of players
  2. Compliance with CMSA Rules and Regulations
  3. Completion of CMSA regular League and Cup play
  4. Representation at Provincial Finals (if applicable)
  5. Timely payment of team registration fees
  6. Not to bring the game into disrepute.
- B. Any arbitrary non-fulfillment of these commitments shall result in forfeiture of games, or administrative fees being imposed and possible suspension of team, players or coach as appropriate.
- C. Clubs are responsible for the behavior and actions for their team officials at any CMSA event. Team officials are responsible for the behavior and actions of their players and spectators at any CMSA event.
- D. Each team shall have in attendance at each game a coach or other responsible person to look after and take responsibility for the team, before, during, and after the game. Coaches and managers shall identify themselves to the Referees before the start of the game.
- E. Each team in all levels of play must designate an individual (does not have to be the same person for each game) at each game (home and away) to act as a Field Marshall. The Field Marshall of each team shall be a person who is not a team official. Their main role will be to act as a deterrent to possible acts of misbehavior by spectators. The Field Marshall will also be available to the referee should a request to do so be made or if a potential problem exists. The Field Marshall's name shall be written on the game sheet. See Appendix C for more information about this program.

### **GAME EQUIPMENT**

- A. Two game balls are to be supplied by the home team, but if in the opinion of the Referee the visiting team has a more satisfactory ball, it may be used.

- B. A Size 4 (Four) ball is to be used for the U10 and U12 age groups, and a size 5 (Five) for all other older age groups.
- C. Footwear may be either running shoes or recognized soccer shoes. Any player, whose footwear does not so conform, or is unsafe in the opinion of the Referee, will not be allowed on the playing field.
- D. Shin guards must be worn by all players in all age groups. Shin guards, must be covered entirely by the stockings, and made of a suitable material (rubber, plastic or a similar substance) and shall afford a reasonable degree of protection.

**A PLAYER SHALL NOT WEAR ANYTHING THAT IS DANGEROUS TO ANOTHER PLAYER WITH THE REFEREE HAVING THE FINAL DECISION ON THIS MATTER.**

- E. Tights that are longer than team shorts must be the same color as the team shorts.
- F. Apart from the goalkeeper, all players from the same team must wear the same colored shirts preferably with a minimum 6" high number on the back.
- G. In the event of duplication of colors, it is the responsibility of the home team to change to a contrasting color. Teams with jerseys that conflict with Referee colors, must supply an alternate jersey for the Referee.

The goalkeepers shall wear colors, which distinguish them from the other players and from the Referee. Sweat suit pants may be worn only by the goalkeeper.

- H. The wearing of rigid casts or splints, even though covered with foam or other protective padding will NOT be allowed. Braces may be worn by players, where in the opinion of the Referee, such braces are not POTENTIALLY INJURIOUS to other players on the field.
- I. For all players, the use of non-compulsory equipment such as padded head gear, face masks, and arm and knee protectors are permitted with the **permission of the referee** as per the latest FIFA Laws of the Game and any supplemental FIFA or CSA Instructions. **NO JEWELRY WHAT SO EVER IS ALLOWED TO BE WORN EXCEPT FOR A MEDICAL ALERT TAG. IF IT CAN BEEN SEEN, IT HAS TO BE REMOVED**
- J. If an item of clothing or equipment that has been inspected at the start of the match and determined not to be dangerous becomes dangerous or is used in a dangerous manner during the match, it use must no longer be allowed.
- K. No more than 4 (Four) team officials shall be allowed to be with their players within their teams' bench or playing area during a game. For any team with female Members, at least one team official must be an adult female. For any team with male Members, at least one team official must be male. When team officials are present in a dressing room, teams must have team official same gender representation. Failure to comply may result in disciplinary action.

## GAME SHEETS

- A. Game sheets will be supplied, in the team package supplied by CMSA, to each team and must be completed and handed to the referee by halftime.

For all games, coaches shall print the names of all players and bench personnel present on the bench for any portion of the game. All teams also must complete the ID number column of the Game Sheet filling in all ID numbers of the players listed on the game sheet.

### **Coaches are responsible for the correctness of the names on the game sheet.**

Coaches have until half time to add any new player to their game sheet for that game or strike off any player that will not be participating in the game at any time.

Coaches of both teams are responsible in ensuring that the game date, location, age group, Tier, and league are clearly marked on the game sheet.

The prepared game sheet(s) must be given to the Referee prior to the start of the second half. Failure to comply may result in CMSA disciplinary action.

- B. Either team's team officials can check the other team's CMSA ID cards. If they believe there is an ineligible player/team official participating in the game, they have up to two-(2) business days from the end of the game to file a protest with CMSA as per the grievances and protests section noted below.
- C. After the game, the Referee shall sign and record the score on the game sheet(s). Coaches may sign their game sheet before or after the game.
- D. For all U10 through U18 games, the winning team, or home team in the event of a tied game, must submit the score to the CMSA web site within 48 (Forty-Eight) hours. Teams that do not put their scores into the system in a timely fashion may be subjected to a \$50 (Fifty Dollars) late score entry fee as determined by CMSA.

## GRIEVANCES AND PROTESTS

- A. Any concern, complaint, issue, or possible protest from a Player, Parent, or Team Official will only be heard by CMSA if it is received through proper channels. These issues must be passed on to the individual Clubs. The Club (President / Executive) will address these issues and determine if they need to be forwarded on to CMSA.
- B. Protests of any nature must be accompanied by a \$150 (One Hundred and Fifty Dollars) administrative fee which must be paid at the time the protest is lodged.

## PHOTO IDENTIFICATION CARDS

- A. All players from U12 to U18 require a valid CMSA Photo ID card. The referee may ask that these cards be handed in individually, and they must check the ID cards.
- B. Individuals or teams have up to half time to hand in their ID cards to the referee but must be handed in to the referee once available. If by the start of the second half, a player does not have their Player Card that Player will not be allowed to participate in the game. If there are not enough

ID cards handed in by one team to start the second half, the game is to be abandoned and the referee is to note the reason on the game sheet.

- C. At least one Team Official for U10 to U18 teams requires a valid CMSA Photo ID but it is encouraged that each team official on the roster has a CMSA ID card. In the event that none of the Team Officials for a specific team show up to a game with a valid ID card, Team Officials will be allowed to remain on the bench and the game will be played. The Referee will note that no cards were presented on the game sheet, which will be reviewed by CMSA Discipline.

If a coach cannot make a game for any reason, they may give their team official card to a responsible adult for presentation to the referee if no other card carrying team officials will be present at the game.

- D. All registered U10 players, playing-up in a U12 League require a restricted movement pass, signed by one of their team officials or Club Board of Directors. This pass is to be given to the team the player is playing-up with. The pass, along with the game sheet is to be submitted to the Referee.
- E. All Player Photo ID cards are valid for 4 (Four) years from the date of issue. All team official Photo ID cards are valid for 3 (Three) years (36 (Thirty-Six) Months) and if their CPIC is valid. No team official cards will be issued until such time as the individual team official has applied for the CPIC. Upon expiry and with return of the expired card to CMSA, cards will be revalidated and re-issued at no cost to the Player / Team Official, should they still require and desire a valid CMSA Photo ID card.
- F. The ID cards are property of CMSA and must be given back to the Member at the end of each season or when requested by CMSA. The cost for new or replacement cards, should a Member require a new card to replace a lost card, is \$10 (Ten Dollars).

**Any person found using more than 1 (One), CMSA ID card shall be suspended from all soccer activity until a CMSA Discipline hearing is held.**

## **SECTION X – POST LEAGUE PLAY**

- A. CMSA Regular Season league rules shall apply to provincial rosters in addition to the ASA Competition Rules. Only clubs that reside in District 4 (City of Calgary) may qualify for provincials through CMSA league play. What this means is that only clubs physically located within the city limits of Calgary can qualify for Provincials (Tier I, II, III, and IV) through CMSA league play. Out of District clubs must qualify for provincials through their own districts:
1. All teams qualifying for ASA competitions must confirm their player roster for said competitions in writing to CMSA prior to dates set by the CMSA office. The appropriate player registration forms for each team will then be filed with the ASA by CMSA prior to the deadline date to confirm each team's entry in the ASA Regional or Provincial competition.
  2. If any ongoing regular league play prevents firm identification of the team(s) that will represent CMSA in any ASA regional or provincial finals, all teams that are still in contention to represent CMSA must comply with the above rules and deadline dates as may be applicable.

3. CMSA may host challenge games in designated age groups and tiers to determine who will represent Calgary at provincials.
  4. Teams that qualify or are selected to represent District 4 in ASA Regional or Provincial Finals will be allowed to add new players to their ASA Provincial Roster to the maximum permitted by the ASA, no less than 7 (Seven) days prior to the competition start date.
  5. A player cannot play for, and be registered with, more than one team in minor ASA regional or provincial finals unless the ASA Competition Rules says otherwise.
- B. CMSA Rules of Play shall apply to the rosters for the Inter Cities Championship. Any CMSA member can compete and vie for an Inter Cities berth through CMSA league play (subject to divisional and tier availability.) Special rosters are not needed for Inter-Cities play.
- C. A Club whose team withdraws from provincial competition prior to, or during the tournament for any reason (including the inability to field a team), may be subject to a financial penalty as determined by CMSA and ASA.
- D. If provincials or Inter-Cities are to be held in Calgary, the qualifying teams for those competitions must supply one volunteer for a minimum of 4 (Four) hours to assist with the running of the event. Any team that fails to provide a volunteer shall have a \$100 (One Hundred Dollars) volunteer levy applied to them.
- E. CMSA will be running a City Finals competition for those teams who do not participate in a Provincial or Inter Cities playoff competition.

## **SECTION XI – DISCIPLINE**

The Laws of the Game of Soccer, except where modified herein by the CMSA, are the laws as most recently approved by FIFA, the CSA, and the ASA.

The Referee exercises the powers granted to him by the laws of the game as soon as he enters the area of the field of play and its surroundings. The Referee's power to enforce the laws of the game extends to the time he leaves the field of play and its surrounding area.

The Referee's decisions on points-of-fact connected with the play are final as far as the result of the game is concerned. (This should be kept in mind when filing a protest, request for a hearing, or appeal).

### **A. GENERAL**

1. Players, officials and spectators may only take part in or attend games on the condition that they observe the By-Laws, and Rules and Regulations of the CMSA, ASA, CSA, and FIFA, as applicable.
2. Every Club is responsible for the actions of its players, officials, and spectators as determined by CMSA.

3. Every Club is required to take all precautions necessary to prevent its players, officials and spectators from threatening or assaulting anyone present at games, especially the Referee and assistant Referees. Clubs are required to provide security for players and officials.
4. The Club shall ensure that their Disciplinary Rules, Regulations, and Procedures are consistent with those of CMSA.
5. Failure to observe time lines established under Section XI (D) shall render any disciplinary action taken by CMSA after the expiration of the time line, null and void.
6. An accused person has the right to attend any associated Discipline hearing at their own expense.
7. The report provided by the game official to the CMSA shall be regarded as their affidavit to a Discipline Hearing of the CMSA. The presence of the game official is not required unless requested by the CMSA or the accused in writing to the CMSA. Such request must be made 7-(Seven) business days in advance of the scheduled Discipline hearing.
8. Any misconduct report from another District or Provincial Association shall be regarded as an affidavit to the Discipline hearing of the CMSA.
9. CMSA Discipline may review any complaint brought to its notice by whatever means and to take action if it feels that the evidence warrants it. All complaints must be in writing and signed with all parties identified if possible.
10. Abandoned Games – The referee may keep the ID cards and gamesheets from both teams. CMSA will hand out disciplinary measures to those who caused the game to be abandoned.

## B. JURISDICTION

1. All cases of misconduct involving alleged physical assault, attempted physical assault or threatening behavior toward a game official by any person, shall be dealt with at a Discipline Hearing of the ASA unless the ASA directs otherwise.
2. Any person or organization reported for misconduct shall be dealt with by CMSA Discipline, unless otherwise stipulated herein.
3. The CMSA shall have direct jurisdiction in the following circumstances:
  - a. Complaints or inquiries referred to the CMSA by another District association
  - b. misconduct by any person arising from participation in any CMSA Program
  - c. Misconduct at tournament competitions of the CMSA
  - d. Misconduct by any Club in the CMSA or any of its Members
  - e. Misconduct arising from any international event (inside or outside Canada) where participation is given prior approval by the CMSA
  - f. Any other matter directly related to the CMSA, which the CMSA in its sole discretion deems should be dealt with by the CMSA

4. The CMSA, at its sole discretion, may delegate its jurisdiction under Rule XI B, (3) to any Club.

### C. MISCONDUCT

1. In addition to matters referred to in any other By-Law, Rule or Regulation of the CMSA, it shall be considered a misconduct if any person or organization is proved at a hearing to the satisfaction of CMSA Discipline to have done, or permitted or assisted in doing or permitting any of the following:
  - a. Violated the Laws of the Game or the By-Laws, Rules and Regulations of the CMSA, or any of the organizations with which CMSA is affiliated;
  - b. Bet on any soccer game other than on registered lotteries or pools;
  - c. Offered or attempted to offer, directly or indirectly any consideration whatsoever to any Club, or to any player or game official, with a view to influencing the result of any game, or the acceptance of any such consideration;
  - d. Committed any act or made any statement either verbally or in writing, or been responsible for conduct, continuing misconduct or any other matter which, in the opinion of the CMSA, is considered to be unsporting, insulting or improper behavior, or conduct likely to bring the game into disrepute.
2. A Member or Club found guilty of an offense or offenses in Section XI C, (1) shall be subject to a penalty as determined by CMSA Discipline (as per Section XI. G).
3. Notwithstanding Section XI C (1), the CMSA reserves the right to take disciplinary action in any case of criminal misconduct or human rights abuse not covered specifically in a By-Law, Rule or Regulation.
4. Any person who threatens to take or takes any legal action against CMSA or any of its members shall be suspended immediately until such time that the legal procedures and processes have been concluded and CMSA has reviewed and made its decision based on the outcome of the legal proceedings.

### D. TIME LINES AND NOTICES

1. Upon receiving a misconduct report from the game official, CMSA will review the documentation and send out a suspension notice to the player, coach, and club president, within ten days of receiving the misconduct report.
2. Any player or team official under the jurisdiction of the CMSA having received a suspension notice may request a Discipline hearing within 4-(Four) business days of the notice, accompanied with a \$50 (Fifty Dollars) hearing fee (cheque or money order only). The request shall identify the exact reason for the hearing by the appellant. If CMSA decreases the punishment from its original decision, the \$50 (Fifty Dollars) is refunded. If CMSA does not change its original decision or increases the punishment from the original decision, the \$50 (Fifty Dollars) hearing fee will be kept by CMSA.
3. Should CMSA initiate a hearing, any person or Club accused of misconduct will be given at least 5-(Five) business days notice of the scheduled hearing date. A copy of such notice shall be sent to the person(s) and/or Club if the accused is one of their registered

Members. Persons connected to the events under investigation whose attendance is requested should make every effort to attend the hearing.

4. Requests for postponement of a hearing scheduled by the CMSA must be received by the CMSA Discipline Administrator at least 5-(Five) business days prior to the date of the hearing. All requests for postponement must be accompanied by a \$100.00 (One Hundred Dollars) fee in the form of a certified cheque or money order.
5. In cases where the accused stands suspended pending an automatic hearing, or for any adjournment hearing, the date for the hearing shall be set within fifteen-(15) business days of the receipt of the misconduct report (or previous hearing), for a scheduled date no later than 25 (twenty-five) business days from the receipt of the misconduct report or previous hearing.
6. Any team member who is granted a hearing but fails to appear at said hearing may be suspended by CMSA until another hearing is requested and rescheduled with the submission of a \$100 (One Hundred Dollars) non-refundable administrative fee, or receive an additional suspension by CMSA Discipline for failure to show.
7. The result of any hearing shall be sent to the accused and the Club no later than 15-(Fifteen) business days after the hearing.
8. By mutual written consent of the accused and CMSA Discipline, any terms in Section XI (D) above may be waived.
9. In all cases, where a person has been charged in Criminal Court, Civil Court, or litigation has evolved as a result of soccer activities there shall be no Discipline Hearing until the case has been concluded in both the Criminal and Civil Courts. At that time the CMSA will decide if further proceedings are warranted, and will proceed pursuant to the Rules and Regulations herein.

## E HEARING PROTOCOL

Each Discipline Hearing held within the jurisdiction of the CMSA shall be conducted in accordance with the following.

1. A Discipline Hearing Committee shall have a minimum of 3-(Three) voting Members, at least one of whom shall be a Member of the CMSA Board and act as Committee Chairman.
2. 1-(One) of the committee shall act as recording secretary, or a non-voting recording secretary (not part of the committee) shall be appointed and present for the duration of the hearing.
3. The accused, the accused's parent (if the accused is a youth), and one other individual may accompany the accused at a hearing. The accused is entitled to provide witnesses. Refer to Section XI F 6.
4. The accused may be accompanied by legal counsel only with prior written permission of

the CMSA. Written request for permission to have Legal Counsel present must be received no less than 5-(Five) business days prior to the CMSA Discipline hearing.

5. No video or audio replays will be permitted as evidence.
6. Postponement of any hearing may be granted by the CMSA on terms published in advance of the hearing.

#### F. HEARING PROCEDURE

With all required persons present, the hearing shall proceed as follows:

1. The Committee Chairman or Secretary will introduce the committee and take names from all individuals present.
2. The accused will sign a waiver form agreeing to the committee, the date, and time of the hearing.
3. The Committee Chairman or Secretary shall read the report and state the charge
4. The person(s) writing the report(s), if present, shall be given the opportunity to expand on or qualify the report(s)
5. The accused shall be allowed to ask relevant questions of the author of the report if he is present or make submissions on the report and testify on his own behalf
6. The accused and the person(s) writing the report(s) shall have the opportunity to call witnesses to the incident providing all names have been submitted to CMSA, 5 (Five) business days prior to the scheduled Discipline Hearing
7. The Committee Chairman and any Discipline Committee Member may question the accused or any witnesses
8. The person(s) writing the report and the accused shall be allowed to make final summations before withdrawing
9. CMSA Discipline shall consider the report and any further evidence provided and shall either decide on the case or adjourn the hearing in accordance with Section XI (D) above
10. The accused shall be notified, in writing by the CMSA office, of the result of the hearing, in accordance with Section XI D, (7) above.

#### G. PUNISHMENT

1. On misconduct being proved to its satisfaction, CMSA Discipline shall have power to order the offender:
  - a. To be suspended for a specific number of scheduled games in a designated

- competition(s) over and above the “minimum” punishment stated;
- b. To be fined and/or bonded (with or without suspension), where the accused is not a youth Member, the fine amount shall be at the discretion of CMSA Discipline;
  - c. To be censured;
  - d. To default any game(s) the offender participated in or against the team the offender is registered to.
  - e. To be required to take and pass an ASA entry-level referee course and referee a specified number of games.
2. In serious or extreme cases and situation the CMSA has the power to apply the following as additional punishment:
    - a. To be suspended from any or all soccer activity either permanently, indefinitely, for a stated period of time, or a specific number of games;
    - b. To pay all expenses of CMSA Discipline related to any hearing, this may be incidental to consideration of the matter (with or without any other punishment).
  3. CMSA Discipline shall set time lines for the payment of any costs, fines or bonds, and may set further terms of punishment for non-compliance.
  4. Notwithstanding, Section XI G, (1), in all cases of alleged physical assault of, attempted physical assault of, or of threatening behavior towards a game official, the accused shall be suspended from all soccer activities until the case has been determined by the ASA. If the matter is returned to the CMSA by the ASA for a decision, the accused shall continue to be suspended from all soccer activities until the case has been determined by CMSA Discipline.
  5. Notwithstanding, Section XI G, (1), in all cases where a person has been charged in Criminal Court with offenses of moral turpitude involving youths, the accused shall be suspended from all soccer activities until the specific case has been concluded in the Criminal Court. The CMSA shall then decide if further proceedings are warranted pursuant to the Rules and Regulations of the CMSA.
  6. Suspensions shall be served for a continuous period or for consecutive games except where there is a break in the competition in which case the suspension may be continued accordingly.
  7. Suspension guidelines for specific offenses are set out in Rule XI, H. The CMSA and any Club shall use these guidelines in setting punishments.
  8. A player or team official being ejected from a game and/or receiving a red card shall be immediately suspended pending CMSA Discipline's decision.
  9. In the event of a hearing, CMSA Discipline will review and rule on all evidence and information presented.

## H. ACTION SPECIFIC

### 1. Cautions (Yellow Cards)

a. The following suspensions for Yellow Card accumulation during a season shall be automatic:

3- (Three) cautions .....1- (One) game suspension.

Additional 2- (Two) cautions .....2- (Two) game suspension.

Additional 2- (Two) cautions .....4- (Four) game suspension and appearance before  
CMSA Discipline.

b. Team Officials are responsible for tracking yellow card accumulations for all players registered on their team. Once a player has accumulated 3, 5, or 7 yellow cards during the current season, they **MUST** sit out their next CMSA league game(s), and indicate on the game sheet the serving of the game(s) suspension(s).

**Failure to sit the next game(s) WILL result in further disciplinary sanctions to the player and/or team official.**

c. Yellow cards accumulated while playing up count towards a player's overall total.

d. Two Caution Cards received by a player in a single game will not be calculated in the above and will be dealt with as an ejection (red card). Single caution cards amassed will only be accumulated as noted above. Prior red cards shall be considered by CMSA Discipline in issuing suspensions.

Any additional punishment or suspensions may be imposed at the discretion of CMSA Discipline once the misconduct report has been reviewed.

### 2. Ejections (Red Cards) - CMSA and CMSA Club Action

Punishment for player's offences leading to ejection during the current season:

a. Denying a goal or goal scoring opportunity (as deemed by the referee):  
First Offence..... time served  
Second Offence ..... minimum 1 (One) game suspension

b. Receives a Second Caution in the same Match:  
First Offence ..... minimum 1 (One) game suspension  
Second Offence ..... minimum 3 (Three) game suspension

c. Player's ejected for the following shall receive a minimum 2 (Two) Game suspension with the second offence receiving a minimum 4 (Four) Game suspension (to another player, team official, or spectator)  
(SFP means Serious Foul Play and VC means Violent Conduct):

- i. Offensive, Insulting, or Abusive Language and/or Gestures
- ii. SFP or VC: Dangerous Tackle or Tackling from Behind
- iii. SFP or VC: Pushing or Charging

- iv. SFP or VC: Gesture or Attempt to Strike, Kick, or Trip
  - v. VC: Throwing an Object in the Direction of an Opponent
  - vi. VC: Pushing with Intent to Injure
  - vii. Receives a Second Caution in the same Match: Persistent Criticism or Disputing Decision
  - viii. SFP or VC: Striking or Kicking Anyone Excluding the Referee:
  - ix. VC: Bite/Scratch/Gouge another person excluding referee:
- d. Offensive, Insulting, or Abusive Language and/or Gestures against a game official:  
First Offence ..... minimum 4 (Four) games suspension  
Second Offence ..... Automatic CMSA Discipline Hearing
  - e. Violent Conduct: Fighting or Boarding (Indoor game only)  
First Offence ..... minimum 4 (Four) games suspension  
Second Offence ..... Automatic CMSA Discipline Hearing
  - f. Spitting at anyone other than a game official:  
First Offence ..... minimum 4 (Four) game suspension  
Second Offence ..... Automatic CMSA Discipline Hearing
  - g. Racial Remarks (not towards a game official).  
Each Offence ..... Automatic CMSA Discipline Hearing
  - h. Serious Foul Play: Other Circumstances not listed above:  
All offences ..... Automatic CMSA Discipline Hearing
  - i. Violent Conduct: Head Butting: (Automatic CMSA Discipline Hearing)  
First Offence ..... minimum 8 (Eight) game suspension  
Second Offence ..... minimum 16 (Sixteen) game suspension
  - j. Violent Conduct: Other Circumstances not listed above:  
All offences ..... Automatic CMSA Discipline Hearing
  - k. Refusal or failure to leave the field, or returning at the end of the match, after being ejected from a game, will result in additional suspension time being added, as well as being referred to CMSA for further disciplinary action.
3. All other dismissals not listed above will be dealt with at the discretion of CMSA Discipline. A Discipline Hearing may be called for any offense listed or not listed above.

Any additional punishment or suspensions may be imposed at the discretion of CMSA Discipline once the misconduct report has been reviewed.

Punishment for offences leading to a person's ejection for:

- a. **Abusive conduct** towards, spitting at, harassing, threatening, attempting to make physical contact or making physical contact with any game official(s), prior to, during, or after the game, the following will apply:

For all offences, the immediate and indefinite suspension of the person(s) involved and will be referred to the Alberta Soccer Association for a discipline hearing.

**b. Team Official Ejections**

Team officials are subjected to the same punishments as players as noted in H (2) above. In addition, any dismissal related to the referee that involves a youth referee will have an additional 50% (Fifty Percent) suspension added to the punishment.

In cases where a fee has been levied as a result of a team official's actions, that official shall remain suspended until the fee has been paid in full.

**c. Repeated Ejections**

It is strongly recommended that anyone who receives a third Red Card (ejection) offense in a 12 (Twelve) month period will be suspended for a minimum of 12 (Twelve) months in addition to any sentence imposed at the hearing.

**d. Multiple Offences during a game**

In situations where a second offence occurs after play has been stopped for a previous offence, the second offence will be considered as a separate and additional offence and dealt with accordingly.

**e. Accumulated Team Offences**

Any team that accumulated more than 12 (Twelve) cautions and/or 4 (Four) dismissals in one season may be required to attend a discipline hearing. The team/club may be subject to further sanctions as deemed appropriate by CMSA Discipline.

**4. Abusive and Threatening Behavior**

CMSA has adopted a behavioral stance against persons who feel they need to harass, insult, threaten, or assault other persons at a soccer game where a CMSA team is involved. Referees are instructed to immediately dismiss any team official or spectator who is abusing them or is acting in an unacceptable manner, whether it is directed to them or not. If the abuse or behavior continues in any way, shape, or form during the game, the referee will be instructed to abandon the game, keep both team's ID cards, and CMSA will hand out discipline measures to those who caused the game to be abandoned. Note that the referee no longer has to dismiss the person from the game in order for CMSA to deal with the issue. Any report submitted to CMSA by a game official will be reviewed and acted upon.

For team officials or parents who are identified by the referee or through investigation (a hearing may or may not be called) to have breached our behavior rule, the following sanctions will apply:

- (1) If the person identified is a team official, that team official (and possibly their child(ren)) will be suspended from ANY AND ALL CMSA activity for the remainder of the season or longer if needed, and will have to put up a behavioral bond before they can start coaching again (and possibly before their child(ren) can play again.)

- (2) If the person identified is a parent, the parent (and possibly their child(ren)) will be suspended from ANY AND ALL CMSA activity for the for the remainder of the season or longer if needed, and will have to put up a behavioral bond before their child(ren) can play again.
- (3) If a team has a second incident from any of its team officials or spectators in a season, the team may be removed from the schedule for the remainder of the season AND disqualified from all post season competitions (Provincials, Inter-Cities, City Finals, etc.) and from attending any tournaments or traveling.
- (4) If CMSA has issues with any particular tier or division, CMSA may cancel post season play for all teams in that tier or division.
- (5) If CMSA has issues with any particular tier or division, CMSA may not schedule referees for that tier or division for the remainder of the season.

Other sanctions, not listed above, may be applied if CMSA deems it is necessary and warranted. Remember that team officials are responsible for the behavior and conduct of their players and spectators. Clubs are responsible for the behavior of their team officials.

**5. Participating in any Soccer activity while under Suspension or actions deemed to be 'conduct likely to bring the game into disrepute'.**

First Offence..... Up to 1-(One) year ban from all Soccer Activity  
 Second Offence..... Up to 5-(Five) year ban from all Soccer Activity  
 Third Offence..... Up to a lifetime ban from all Soccer Activity

**I. SERVING OF SUSPENSIONS**

Only CMSA regular league games, CMSA scheduled exhibition games, playoff games, or post season competitions will count towards games served towards a suspension, regardless of where the offence is committed. Suspensions will be served during the current CMSA season and any games not served will be carried over to the following season, be it indoor or outdoor. Tournament games (including CMSA Cup) will not count towards the suspension.

Any player or team official serving a suspension will not be eligible to play in any tournament competition until his suspension is fully served. Coaches must state on the game sheet(s) if it is the player's or coach's 1st., 2nd, etc, game of the suspension and ALL game sheets must be brought to CMSA as proof that the player/team official has sat out the required number of games before their card is released and the suspension deemed served.

Team officials who are properly registered to more than one team within CMSA prior to receiving the suspension must serve 100% of their suspension with the team they received the suspension with, and must serve 50% of their suspension with any subsequent teams they are registered to.

Players must serve their suspension with their registered team. Players are not eligible to play-up for any team until their suspension has been fully served with their registered team.

If a player is serving a suspension and the other team defaults a game during that player's suspension period, that game shall count towards that player's suspension.

Any Member found participating in violation of a suspension will be suspended from all soccer activity and required to attend a CMSA Discipline Hearing.

CMSA Discipline can, at its discretion review player suspensions prior to a CMSA Tournament and reserve the right to allow players suspended to participate in said tournament.

#### J. RACISM AND SEXUAL HARASSMENT

Anyone who publicly disparages or discriminates against or denigrates someone in a defamatory manner on account of race, language, religion or ethnic origins will be brought before CMSA Discipline to answer to a charge of 'conduct likely to bring the game into disrepute'. Refer to Section XI, H (4).

### SECTION XII – APPEALS

#### A. GENERAL

1. Only CMSA Clubs may appeal decisions of a CMSA Committee or staff. These appeals must be submitted in writing, on Club letterhead, and signed by the person(s) having signing authority for that Club as submitted to CMSA.

An appeal of a decision of a CMSA Committee or staff must be directed to the CMSA Appeals Chair. An appeal of a decision of the CMSA Appeals Committee must be directed to the CMSA Board of Directors. An appeal of a decision of the CMSA Board of Directors must be directed to the Appeals Committee of the CSF. An appeal of a decision of the CSF Appeals Committee must be directed to the ASA Appeals Committee.

2. Appeals may only be granted based on violation of Rules of Play or violation of the CMSA By-Laws. No appeals will be heard which are based on a game official's interpretation of the Laws of the Game or because you do not agree with the decision of the CMSA staff or committee.
3. Appeals submitted to the CMSA must be accompanied with a cheque or money order, from the club, in the sum of \$250.00 (Two Hundred and Fifty Dollars) of which a minimum of \$100.00 (One Hundred Dollars) shall be retained in all cases.
4. The letter of appeal must state the grounds of the violation of the Rules of Play or violation of the CMSA By-laws and the accompanying fee must be submitted to the office of the CMSA no later than Five-(5) business days from receipt of the written CMSA Discipline decision.

Acceptance of an appeal will be based on the review of the documentation submitted to the chair of the committee reviewing the appeal. No video or audio replays will be permitted as evidence.

5. The Appeals Chairperson has five-(5) business days to review the appeal documentation. Should the documentation provided not substantiate the appeal, the appeal will be denied.
6. Should the Appeals Chairperson believe that the Appeal documentation has merit, he shall schedule an appeals hearing within 14-(Fourteen) business days of acceptance of the appeal by

the CMSA.

7. Suspensions or Decisions of CMSA Discipline or Staff will remain in effect until the decision of the appeal hearing is communicated in writing by the CMSA, unless otherwise provided for herein.

#### B. APPEALS HEARINGS

Should an Appeal hearing be called, it shall be conducted in accordance with the following:

1. A CMSA Appeals Committee, which shall consist of at least 3-(Three) CMSA directors, one of whom shall be the chairperson, and of whom shall act as the recording secretary, shall hear all accepted appeals.
2. Any individual who has participated in the prior judicial process as a player, coach or Discipline Committee or Staff Member is automatically disqualified from participation in the related Appeals Committee hearing but may be contacted for further clarification or information by the Appeals Committee.
3. Persons who are allowed to attend appeal hearings shall include:
  - a. The Appellant (which is the club President or designated representative)
  - b. The CMSA Appeals Committee,
  - c. Any other person(s) that are directed to attend by the Appeals Committee.

All parties shall be given notice to meet within 14-(Fourteen) days of the submitted appeal or as mutually agreed by all parties concerned.

4. The appellant may appoint a proxy attendee, if such person is a Member of the appellant's Club. Professional Legal Representation is not allowed unless written permission is given by the Appeals Chairperson.
5. Subject to the foregoing, a Club may be represented at any hearing or Inquiry by any Member of its Executive.
6. The Appeals Committee shall determine what disposition shall be made of the appeal fee in excess of \$100.00 (One Hundred Dollars).
7. The results of the hearing shall be sent to the accused and their Club no later than five-(5) business days after the hearing.
8. Subject to the foregoing the hearing procedure shall be the same as per the Discipline Committee hearing process identified above in Section XI, (F).

### **SECTION XIII – TEAMS TRAVELING OUTSIDE ALBERTA**

Check the ASA or CMSA website for up to date information on the ASA travel permit process.

**OTHER THAN FOR CMSA LEAGUE PLAY, ANY TEAM THAT TRAVELS OUTSIDE OF ALBERTA FOR ANY REASON WITHOUT AN APPROVED TRAVEL PERMIT SHALL BE SUSPENDED IMMEDIATELY AND REMAIN SUSPENDED UNTIL THE CHARGE OF**

**'CONDUCT LIKELY TO BRING THE GAME INTO DISREPUTE' BE REVIEWED BY THE LEAGUE DIRECTOR AND CMSA DISCIPLINE.**

**SECTION XIV - MINOR REGULATIONS PERTAINING TO SENIOR SOCCER**

All reference to "Players" in this section shall mean registered with CMSA for the specific season.

- A. CMSA, at its discretion, may allow any registered youth player to play for an amateur senior team in any senior competition without that player losing their minor status.
- B. Any registered youth player playing for a senior team must be recorded on league game sheets with the notation of juvenile status and the senior team must have a letter of consent from the coach of the player's minor team. A youth player may play up for any senior team, with written consent from their team management. The senior team must be duly registered with the ASA.
- C. Any youth player who plays up, in any type of game whatsoever, without their coach's permission will be subject to Discipline by CMSA. The player in question shall be suspended until a decision by CMSA has been rendered.
- D. The "playing-up" rules and regulation of the particular senior organization should be consulted and fully understood by any youth player who wishes to play-up in a senior competition.
- E. Any player under suspension, whether such suspension results from that player's participation in a minor or senior competition, cannot play for either organization until the suspension has been served. The respective organizations will monitor such suspensions and advise each other accordingly.
- F. A youth player may register with, and play for both a minor team and a senior team, and maintain his eligibility to compete in both Minor and Senior Provincials, provided he has first registered with the minor team. However, when a youth player has first signed with a senior team, there will be no eligibility to sign with or transfer to a minor team.

**Appendix A: Important Dates**

- A. Recruiting Contact Period - The Contact Period for the 2010 Outdoor Season shall be from the end of the Indoor League Season (March 21, 2010) until CMSA Outdoor Season Player Registration date (April 23, 2010).
- B. Club to Club Transfer Deadline – 4:00PM Monday, May 31, 2010
- C. Internal Transfer Deadline
  - 1. No Fee – until 4:00PM Monday May 31, 2010
  - 2. \$50 (Fifty Dollars) Transfer Fee From June 1, 2010 – until 4:00PM Friday July 30, 2010
  - 3. Internal Lateral Transfer deadline – June 30, 2010
- D. New Player Registration Deadline – 4:00PM Friday July 30, 2010

## **Appendix B: Calgary Minor Soccer Association (“CMSA”) Harassment Policy**

The CMSA is committed to providing a sport and work environment that is civil, decent and respectful. This policy shall be deemed to be embodied in and part of the CMSA Rules. **The CMSA has an expectation that each CMSA member club and association will implement and enforce its own rules and policies with regard to Harassment, as the primary obligation in this regard lies with the CMSA member club or association.**

This policy applies to all employees, directors, officers, volunteers, coaches, athletes, officials, administrators, members and participants involved with the CMSA. This policy applies to Harassment that may occur in the CMSA workplace or other activities or events where CMSA employees may be involved on behalf of CMSA and during the course of all activities and events of CMSA and its members, and to all Harassment occurring outside those situations when the Harassment involves individuals covered by this policy.

The CMSA will not tolerate disrespectful behaviour, Harassment, abuse or damage to people or property.

In this policy, Harassment means any behaviour that demeans, humiliates or embarrasses a person, and that a reasonable person should have known would be unwelcome. Harassment may be verbal or physical, and may be in the form of a comment or display that is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading or otherwise cause offence, discomfort, or personal humiliation or embarrassment to a person or group of persons. Harassment may involve a person’s or a group of persons’ appearance, race, religious beliefs, colour, place of origin, gender, mental or physical disability, ancestry, marital status, family status, source of income, a conviction (whether pardoned or not) or sexual orientation (hereinafter referred to as “characteristics”). Harassment may be a single incident or a series of incidents. A person does not have to intend to harass for the behaviour to constitute harassment.

Examples of Harassment are:

- verbal or physical abuse;
- hostile verbal or non-verbal communications, including yelling and screaming;
- use of terminology that reinforces stereotypes based on a person’s characteristics;
- any form of discrimination, including derogatory or demeaning comments, jokes, slurs, innuendos, taunts, posters or cartoons, etc., that cause awkwardness or embarrassment, endangering a person’s safety or negatively affecting a person’s performance;
- condescending, paternalistic or patronizing behaviour linked to a person’s characteristics, which undermines self-esteem or diminishes or adversely affects performance or adversely affects working conditions;
- any form of hazing;
- Sexual Harassment as defined below.

In this policy, Sexual Harassment means unwelcome sexual advances, unwelcome requests for sexual favours or other unwelcome verbal or physical conduct of a sexual nature. Sexual Harassment may occur in behaviours by males toward females or by females toward males, between males, or between females. The behaviour does not need to be intentional for it to be considered Sexual Harassment.

Examples of types of behaviour which may be Sexual Harassment include:

- unwelcome attention or physical contact, including touching, pinching, patting, rubbing, or kissing;
- unwelcome sexual flirtations, advances, or propositions, including repeated unwelcome invitations to socialize;
- leering, staring, gestures of a sexual nature;
- sexually suggestive or obscene comments or gestures;
- sexist joke(s), comment(s), suggestion(s) or innuendo(s) causing embarrassment or offence;
- sexually degrading words used to describe a person;
- the display of visual material such as pictures, pornographic materials, cartoons, graffiti or sayings of a sexual nature which is offensive or which one ought to reasonably know is offensive;
- derogatory or degrading remarks about a person's gender or sexual orientation;
- unwelcome inquiries or comments about an individual's sex life or sexual preferences;
- persistent unwelcome contact or attention after the end of a consensual relationship or otherwise;
- promise or threats contingent on the performance of sexual favours;
- decision-making affecting an individual that is contingent on the performance of sexual favours;
- conduct that creates an intimidating, hostile or offensive environment;
- verbal abuse or threats of a sexual nature;
- sexual assault;
- stalking.

## Complaints

If you are the subject of Harassment involving persons covered by this policy, you should:

1. Tell the harasser that his or her behaviour is unwelcome and ask him or her to stop.
2. Keep a record of the incidents (dates, times possible witnesses, what happened, your response). You do not have to keep a record of events in order to file a complaint; however, a record may help you remember the details over time.
3. Contact your CMSA member club or association through its President and register your complaint in accordance with its rules and policies.
4. If your member CMSA club or association does not deal with the complaint in accordance with its rules and policies, you may file a written complaint with the CMSA in care of the Executive Director or the employee or director of the CMSA delegated responsibility by the CMSA Board to receive such complaints. **It should be noted that this Policy is not in any way intended to supersede or replace the rules or policies of your CMSA member club or association and is not intended to provide you with an appeal from a determination by your CMSA member club or association.**

Once a CMSA Director receives your written complaint, the CMSA Board will appoint a committee of three Board Members for the purpose of reviewing and attempting to resolve the complaint (the "Committee"). The Committee may also be a standing committee of the Board. The Committee will open a secure file containing all of the relevant information in respect of your complaint and undertake an investigation immediately. If the complaint involves a Board Member or Members or an employee of the CMSA, those individuals will be precluded from partaking in the Committee and from reviewing the file while the matter is being investigated.

The Committee will interview you and the alleged harasser, along with all of the individuals who may

be able to provide relevant information. If the investigation reveals evidence to support the complaint of harassment, the harasser will be disciplined appropriately in accordance with this policy and the CMSA Rules. Subject to the discretion of the Committee, discipline may include a fine and/or suspension from involvement with the CMSA, or permanent expulsion from any further involvement with the CMSA. If circumstances warrant, the Committee may refer these matters to the City of Calgary Police Service, the Alberta Human Rights Commission or such other body or organization as they deem appropriate.

For the purposes of this policy, threats of retaliation and retaliation by one person against another:

- designed to dissuade an individual from reporting discrimination or harassment;
- to punish an individual who has rejected sexual advances;
- for having invoked this policy (whether on behalf of oneself or another);
- for having participated in any investigation under this policy; or
- for having been associated with a person who has invoked this policy or participated in these procedures

will be considered a form of Harassment.

Complaints found to be false, frivolous or made in bad faith will not be tolerated and will be subject to appropriate disciplinary action.

In addition to any other findings or sanctions imposed by the Committee, a finding of Harassment will be considered conduct likely to bring the game into disrepute under the CMSA Rules.

Once the matter has been resolved, the CMSA Board will retain the file in a secure location along with all of the other books and records of the CMSA. No absolute confidentiality may be made by the CMSA, particularly in circumstances where the matter warrants police or other regulatory or administrative body intervention.

Notwithstanding this policy, any person who experiences Harassment continues to have the right to seek assistance from the Alberta Human Rights Commission or to file a complaint with the City of Calgary Police Service or such other body or organization as they deem appropriate.

**Appendix C: Blood Borne Pathogen Policy**

Adopted from the ASA H.I.V. Policy

Dealing with a bloody wound;

- a) If bleeding occurs where other participants may be exposed to blood, **the individual's participation must be interrupted until the bleeding has been stopped**. The wound must be cleansed with antiseptic and securely covered.
- b) All clothing soiled with blood should be replaced prior to the athlete resuming training or competition. Clothing soiled with blood and other body fluids must be washed in hot, soapy water.
- c) If an athlete leaves the field, has his/her injury treated and covered and wishes to re-enter the game in another, differently numbered jersey, that replaces a blood-stained jersey, **he/she may re-enter only after the referee has been advised of the change of number**.
- d) All equipment and surfaces contaminated with blood and other body fluids should be cleaned with a solution of one part household bleach to nine parts water. This solution should be prepared fresh daily. This is particularly important on the artificial turf of indoor arenas.
- e) While cleaning blood or other body fluid spills, the following must be done:
  - wear waterproof gloves;
  - wipe up fluids with paper towels or disposable cloths;
  - disinfect the area as described in (d);
  - place all soiled waste in a plastic bag for disposal;
  - remove gloves and wash hands with soap and water.

Other wounds must be reviewed by medical personnel, including abrasions and all skin lesions and rashes on athletes, coaches and officials. All wounds, skin lesions and rashes must be confirmed as non-infectious and be securely covered prior to the athlete starting or continuing participation.

## Appendix D: Field Marshal Program

### Background:

Referee retention issues have been an increasing issue over the past few years in Calgary. This referee shortage is caused by many reasons, but the most worrisome is the abuse from team officials and spectators towards the youth referees. The abuse can come in many forms but in particular, it is the verbal abuse which is personal, provocative and public in regards to the referee's on-field performance that cause for the referee to quit.

This unacceptable behavior towards our youth and new officials must be addressed as a **priority** particularly if soccer is to have an adequate supply of referees. The Field Marshall Program is intended to power one individual from each team to speak up on behalf of the referee among their fellow parents/spectators.

### Specifics:

- All teams participating in CMSA league play must designate an individual at each game (home and away) to act as a Field Marshal.
- The individual acting as the Field Marshal (FM) must be named on the team's game sheet. **Teams will be fined if they do not list their FM on the game sheet.**
- The Field Marshal is to wear the arm band provided by CMSA as identification

### Responsibilities:

- Position yourself in the middle of your team's half of the spectators' seating area
- Monitor the behavior of your teams' parents.
- The Field Marshal is expected to act on behalf of the referee by reminding parents to keep their comments to themselves and refrain from vocalizing their complaints during the game
- Quickly diffuse potential problems before they arise by either being visible or calmly speaking with the individual(s) involved.
- Deal with, and act on, inappropriate comments, gestures and/or general unsporting behavior directed at referees, players or any other individual by your teams' spectators or coaches but please avoid getting into a confrontation. If someone is still hostile after being asked to calm down, please gather as much information but do not put yourself in a dangerous position.
- The Field Marshal is **not** expected to put themselves in a situation which may compromise their safety and instead are asked to contact Shannon (CMSA Referee Mentor) at [referees@calgaryminorsoccer.com](mailto:referees@calgaryminorsoccer.com)

- The Field Marshal is expected to support the referee when requested by the official to do so
- Any questions/comments/complaints/compliments in regards to the officiating should be directed to Shannon at [referees@calgaryminorsoccer.com](mailto:referees@calgaryminorsoccer.com). Based on any official report, CMSA will investigate the incident and act accordingly.

Fines:

- The fine for not participating in the Field Marshal Program shall follow the fee structure for Defaulted Games:
  - 1<sup>st</sup> Offense: no fine, Warning Letter
  - 2<sup>nd</sup> Offense: \$50 fine
  - 3<sup>rd</sup> Offense: \$50 fine
  - 4<sup>th</sup> Offense: \$50 fine
- Any team found to be consistently not participating in the program shall be subject to further disciplinary action.

## **Appendix E: U12 Outdoor League Rules and Regulations**

FIFA Laws of the Game are in effect with the exception of the following:

### **Law 1 – Field of Play (Mandatory Requirements)**

#### Dimensions

Length: between 65 to 82 yards long

Width: between 45 to 60 yards wide

The field shall be rectangular in shape.

#### Field Markings

The field of play is divided into thirds and by a centre spot that indicates a centre spot that is located at the midpoint. A circle with a radius of 10 yards may, but not mandatory be marked around it. An offside line parallel to the centre line should be marked from touch line to touch line at the attacking third mark. All field markings may be marked by the means of cones or wosmarkers.

#### Penalty Area

A penalty area will not apply and therefore should not be marked.

#### Goal Area

A goal area shall be 8 yards deep by 20 yards wide (10 yards each side of center of the end line).

#### Goals

Goals shall be 18 ft wide and between 6ft and 8ft high.

### **Law 2 – The Ball**

The ball shall be a size 4.

### **Law 3 – The Number of Players**

A match is played by 2 teams, each consisting of not more than eight (8) players, one whom is the goalkeeper. A match should not start if ether team consists of fewer than six (6) players.

### **Law 4 – The Player’s Equipment**

The wearing of rigid casts or splints, even though covered with foam or other protective padding will NOT be allowed. Braces may be worn by players, where in the opinion of the referee, such braces are not POTENTIALLY INJURIOUS to other players on the field.

### **Law 7 – The Duration of the Match**

The match last two equal periods of 30 minutes each, unless otherwise mutually agreed between the referee and the 2 participating teams.

### **Law 11 – Offside**

The offside rule is in effect at the attacking 3rd of the field. This line may be marked as a dotted line, and solid line or single cones or flags on the touch line.

## **Law 12 – Fouls and Misconducts**

A player who, in the opinion of the referee, intentionally commits any of the following offences shall be penalized by the awarding of a free kick to the opposing side.

- Kicks or attempts to kick an opponent
- Careless, reckless or excessive force
- Trips an opponent
- Jumps at an opponent
- Charges an opponent in any manner
- Strike, attempts to strike, or spits at an opponent
- Holds an opponent
- Pushes an opponent
- Handles the ball, i.e. strikes, carries or propels the ball with hand or arm, with the exception of the goalkeepers within their own goal area.

Referees may still dismiss a coach or a spectator if required. Any Spectator or Team Official dismissed will be subject to discipline sanctions according to Section XI: Discipline of the CMSA Rules of Play.

## **Law 13 – Free Kicks**

1. For any infringement of the Rules of the Game when the ball is in play, the referee may award a free kick to the team opposing that of the offending player. The free kick shall be taken from the place where the infringement occurred, unless the free kick is awarded to the attacking team within the opponent's goal area. In this case, the kick shall be taken from that part of the goal area line which runs parallel to the goal line, at the point nearest to where the offence was committed.
2. At the taking of a free kick the ball shall be stationary and all opponents shall be not less than 6 yards from the ball until it is kicked.
3. Players taking a free kick within their own goal area shall kick the ball into play beyond the goal area. The ball is in play when it is kicked, moves, and has passed outside the goal area. All opponents shall be outside the goal area and not less than 6 yards from the ball until it has been kicked. For any infringement of this rule the free kick shall be retaken.
4. A player taking a free kick shall not play or touch the ball a second time until it has been played or touched by another player.

## **Law 14 – The Penalty Kick**

There are no penalty kicks.

## **Law 15 – The Throw-In**

Since this is a developmental league, CMSA encourages coaches to teach their players to throw in the ball. As long as they use both hands and deliver the ball from behind and over their head, consider the throw legal.

## **Law 16 – The Goal Kick**

Goal kicks can be taken *from anywhere inside the goal area*.

## **Appendix F: U10 Outdoor League Rules and Regulations**

The prime concept of this program shall be participation and learning. At the end of the game, the winning coach (or in case of a tie, the home coach), receives the white copy, the referee retains the gold copy, the home teams receives the yellow copy and the away team, the pick copy.

All referees scheduled in the U10 program must be ASA registered referees and be up-to-date on courses and/or refresher clinics.

At least one team official for U10 and older age groups team must have a team official ID card. All team officials ID cards are to be handed into the referee. Team officials have until half time to produce and hand in the cards.

FIFA Laws of the Game are in effect with the exception of the following:

### **Law 1 – Field of Play (Mandatory Requirements)**

#### Dimensions

Length: between 55 to 65 yards long

Width: between 35 to 45 yards wide

The field shall be rectangular in shape.

#### Field Markings

Lines may be marked, or wosmarkers or pylons can be used every 5 to 7 yards.

#### Penalty Area

A penalty area will not apply and therefore should not be marked.

#### Goal Area

A goal area shall be 8 yards deep by 20 yards wide (10 yards each side of center of the end line).

#### Goals

Goals shall be 12 ft wide and between 5.5 ft and 6.6ft high. The goal posts may be rigid or may be a pole placed in a pylon. The goal must have a crossbar.

### **Law 2 – The Ball**

The ball shall be a size 4.

### **Law 3 – The Number of Players**

A match is played by 2 teams, each consisting of not more than seven (7) players, one whom is the goalkeeper. A match should not start if ether team consists of fewer than five (5) players.

Play shall be delayed approximately every five (5) minutes to allow the teams to perform a substitution. All players shall be given the opportunity of playing goalkeeper and in different field positions wherever practical to provide as broad of a learning experience as possible. Other than at such 5-minute rotations, substitutes may only be made as a result of an injury.

**Law 4 – The Player’s Equipment**

The wearing of rigid casts or splints, even though covered with foam or other protective padding will NOT be allowed. Braces may be worn by players, where in the opinion of the referee, such braces are not POTENTIALLY INJURIOUS to other players on the field.

**Law 7 – The Duration of the Match**

The match last two equal periods of 25 minutes each, unless otherwise mutually agreed between the referee and the 2 participating teams.

**Law 11 – Offside**

There is no offside.

**Law 12 – Fouls and Misconducts**

Penal (direct free kick offenses) and technical (indirect free kick offenses) fouls remain the same but do not caution/dismiss any players for a foul. The Referee may have a talk with the player or talk the coach if they feel the foul is serious enough. If the player does not listen or continue, the referee may substitute the player off and ask the coach to have a talk with the player.

Referees may still dismiss a coach or a spectator if required. Any Spectator or Team Official dismissed will be subject to discipline sanctions according to Section XI: Discipline of the CMSA Rules of Play.

**Law 13 – Free Kicks**

All kicks are indirect kicks. This included kicks for penal fouls, a corner kick, or kick-off.

**Law 14 – The Penalty Kick**

There are no penalty kicks given. An indirect free kicks awarded against the defending team for infringements inside its own penalty area shall be taken from that part of the penalty area line that runs parallel to the goal line at the near to where the infringement occurred. The defending team may defend against this kick.

**Law 15 – The Throw-In**

Since this is a developmental league, CMSA encourages coaches to teach their players to throw in the ball. As long as they use both hands and deliver the ball from behind and over their head, consider the throw legal. Coaches may opt to use a kick-in instead of a throw-in if need be.

**Law 16 – The Goal Kick**

Goal kicks can be taken *from anywhere inside the goal area.*

## **Appendix G: U8 Outdoor League Rules and Regulations**

The U8 Outdoor program is a developmental program. Therefore, no game scores or standings will be maintained. The idea of the program is to afford the players the opportunity to actively participate, learn and have fun. All coaches, managers and parents are asked to conduct themselves in a manner that supports the spirit and purpose of the game.

The game played will be 4v4 (including the sweeper-goalkeeper).

### **Team Management**

- a) All players must be properly registered with the CMSA. For more information, please contact your club registrar.
- b) One coach from each team will act as the educators/officials on the field. Their purpose is to educate the players, i.e. stop the game, correct, and restart appropriately.
- c) Coaches are responsible for the conduct of their team's players and spectators.
- d) The game will be stopped approximately every 3-4 (Three to Four) minutes to allow for substitutions. It is strongly recommended that complete line changes are done if there are enough players, and that players are rotated through the sweeper-goalkeeper position.
- e) Unfortunately, it is unavoidable that at times there will be a mismatch between two teams in terms of the athleticism and skill of the players.

In such a situation, the coach of the dominant team is requested to make such changes so as to dilute this dominance as is reasonably possible.

Examples of such changes are:

- Playing the better players more in goal for that game.
- Asking the players to play only with their weak foot.
- Asking the players to make 3 or more passes before scoring.

Please make these changes in the spirit of fun and good sportsmanship.

- f) U8 players may play up for any U10 team that is from their community or club.

### **Rules of Play**

#### **Law 1 - Field of Play**

##### Dimensions

Length: 25 to 35 yards long

Width: 20 to 30 yards wide

The field shall be rectangular in shape.

### Field Markings

Lines may be marked, or wosmarkers or pylons can be used every 5 to 7 yards.

### Penalty Area

A penalty area will not apply and therefore should not be marked.

### Goal Area

A goal area shall be 8 yards deep by 12 yards wide (6 yards each side of center of the end line). Only the sweeper-goalkeeper may use the hands inside this area.

### Goals

Goals shall be 9 ft wide and between 4 ft and 5 ft high. The goal posts may be rigid or may be a pole placed in a pylon. The goal must have a crossbar.

## **Law 2 - The Ball**

The ball shall be size 3 (Three).

The game ball must be supplied by the home team.

## **Law 3 - The Number of Players**

The game will be played by two teams, each consisting of four players, one of whom is the sweeper-goalkeeper. The game shall not start if either team has less than four players.

## **Law 4 - The Player's Equipment**

Players must wear shinguards so as to prevent injury.

The sweeper-goalkeeper must wear a jersey or pinnie that distinguishes the player from the other players.

## **Law 5 - The Referee / Official**

One coach from each team will act as the officials/educators on the field. Their task is to stop the play, correct and educate the players on the infringements of the rules, and restart play appropriately.

They are responsible for the timekeeping of the game.

## **Law 7 - Duration of the Match**

Time slots are 60 minutes in length. The scheduled game consists of 2 (Two) – 25 (Twenty-Five) minute halves. This gives the teams 5 (Five) minutes to warm-up, 3 (Three) minutes for half-time and 2 (Two) minutes to leave the field after the game.

There will be clock stoppage time during the game, even in the case of an injury during play.

Play shall be stopped approximately every 3-4 (Three to Four) minutes to allow for substitutions. Play shall resume with a drop ball at the last point of play prior to the substitution stoppage, and at a point that does not result in a direct shot on goal.

### **Law 8 - The Start and Restart of Play**

A kick-off will be taken from the centre of the field for

- The start of the game
- After a goal has been scored, and
- The start of the second half.

Players of the opposing team must be 5 (Five) yards away.

A goal may not be scored directly from the kick-off.

### **Law 11 – Offside**

There is no offside.

### **Law 12 - Fouls and Misconduct**

An indirect free kick is awarded, and the player educated as to what the transgression was.

Players of the opposing team must be 5 (Five) yards away at the taking of the kick.

### **Law 13 – Free Kicks**

All kicks are indirect kicks. This included kicks for penal fouls, a corner kick, or kick-off.

### **Law 14 - Penalty Kick**

There are NO penalty kicks.

If an infringement occurs in the goal area by the defending team, then an indirect free kick is awarded to the attacking team and is placed on the 8 (Eight) yard line in line with where the infringement took place.

If the infringement is made by the attacking team inside the goal area, the defending team may place the ball anywhere within the 8 (Eight) yard goal area for the indirect free-kick.

### **Law 15 – The Throw-In**

Since this is a developmental league, CMSA encourages coaches to teach their players to throw in the ball. As long as they use both hands and deliver the ball from behind and over their head, consider the throw legal. Coaches may opt to use a kick-in instead of a throw-in if need be.

### **Law 16 – The Goal Kick**

Goal kicks can be taken *from anywhere inside the goal area.*

A goal may not be scored directly from a goal kick.

Players of the opposing team must be outside the goal-area.

### **Substitutions**

Play must be stopped approximately every 3-4 (Three to Four) minutes to allow for substitutions. Changes on the fly are not permitted.

### **Sweeper-Keeper Clearances**

Once the Sweeper-Keeper has the ball in the hands, then the players of the other team must drop off 5 (Five) yards. The Sweeper-Keeper is allowed to place the ball on the ground within the six-yard goal area, and either kick the ball out or dribble the ball out of the 6 (six)-yard goal area. No opposition team player is allowed to challenge for the ball until it has left the 6 (six)-yard goal area.

The Sweeper-Keeper may only distribute the ball along the ground from the goal area with either a throw from the hands or a pass with the feet. No drop-kicks are allowed.

The Sweeper-Keeper must distribute the ball within 6 (Six) seconds.

## Appendix H: League Structure Outdoor 2010

### Tier I U14-U18

1. Each organization in good standing with CMSA may enter 1 team in Tier I should they feel they have the players at that level (both indoor and outdoor)
2. There will be no limit on the number of teams accepted into Tier I in both the indoor and outdoor seasons
3. 2<sup>nd</sup> Tier I Team Process – Club may submit applications for a 2<sup>nd</sup> Tier I team in any age group.
  - a. The application process will include:
    - i. Resume Process
    - ii. Interview Process
  - b. Application deadline will be August 10 for the Indoor Season, and January 20 for the Outdoor Season.
  - c. Teams submitting applications for a 2<sup>nd</sup> Tier I team in any age group must also submit their club's 1<sup>st</sup> Tier I team information with the 2<sup>nd</sup> team application.
  - d. \$250 application fee (per team) will be required in order for the application to be considered complete. (fee will be refunded if the team is accepted into Tier I)
4. A team that loses 90% of the games and/or has a record of 6 or more games with a goal difference of 5 goals in Tier I will be subject to the 2<sup>nd</sup> team process in order to play in Tier I for the next season.
5. Resume Process – A resume will be submitted to the CMSA Programs Committee by any clubs wishing to submit a second Tier I team in U14-U18.
  - a. A set formatted document will be provided by CMSA
  - b. The resume should be completed by the appropriate club executive or staff e.g. (Exec Director, General Manager, VP, and Technical Director)
  - c. Application deadline will be August 10 for the Indoor Season and January 20 for the Outdoor Season
6. Interview Process – This will follow a standard discipline committee hearing process with committee members
  - a. Chaired by a CMSA Director
  - b. Two or more Peers that are knowledgeable and informed of level of play e.g. Club TD's and may include CMSA Technical Director if appropriate but in all cases at least two peer members.
  - c. In all cases interview process committee must be without conflicts of interest, committee chair to make the final decisions.
  - d. Clubs that submitted a resume for a 2<sup>nd</sup> Tier I team will be contacted with an Interview date and time
  - e. A ruling will then be made and communicated back to the club within 10 working days in writing.

7. The CMSA Programs Committee will review any cases of abuse of the spirit or intent of this process and will present an initial review with recommendations at the 2010 SGM or Spring Planning Meeting.
  - a. CMSA Organizations, coaches, players or members may report any cases of abuse to the League Director at [leagues@calgaryminorsoccer.com](mailto:leagues@calgaryminorsoccer.com)

### **U14-U18**

1. Tier I, Tier II/III Seeding. Tier III/IV Seeding, Tier V, Tier VI
2. Tiers I-IV leads to Provincial Competition. Tier V leads to Inter-Cities, Tier VI leads to Outdoor City Finals
3. U14, U16 and U18 Tier II, III and IV - will be combined into Tier II / III and III / IV seeding groups. Anyone can enter their team(s) into these groupings and rank each of their teams (should they have more than one) to assist CMSA in trying to balance out the seeding groups. The seeding round format will depend on the number of teams entered into these groups. At the end of the seeding round, will advance to Tier II, III or IV playoffs. Again, the format will depend on the number of teams entered. At the end of season, the top finishers in Tier II, III and IV will advance to ASA provincials.
4. Tiers V and VI will play a seeding round and playoff round where possible.
5. Tier V and VI Teams will be entered into a seeding round in one of four Zones:
  - a. Zone 1: Calgary North-West
    - West of Deerfoot Trail, North of the Bow River
  - b. Zone 2: Calgary West-Central
    - West of Deerfoot Trail, South of the Bow River, North of Glenmore Trail
  - c. Zone 3: Calgary North-East
    - East of Deerfoot Trail, North of Glenmore Trail
  - d. Zone 4: Calgary South
    - South of Glenmore Trail
6. At the conclusion of the Seeding Rounds, teams will be grouped by level of competitiveness into City-Wide divisions.
7. For the Playoff Round, every attempt will be made to have teams play their games within their zone on weekdays, and limit cross-town travel to weekends.
8. U14 Tiers I-IV will play any day of the week.
9. U14 Tier V will play on Tuesdays and Saturdays. U14 Tier VI will play on Wednesdays and Sundays.
10. All U16 and U18 divisions will play any day of the week.

**U12**

1. Tier I/II Seeding, Tier II/III Seeding, Tier III/IV Seeding, Tier V, Tier VI
2. U12 Tier I, II, III and IV – U12 will be split into a Tier I / II, Tier II / III and Tier III / IV seeding groups. Clubs are to make sure that teams they feel have a valid shot at a Tier I spot are placed into the Tier I / II seeding group. Anyone can enter their team(s) into these groupings and rank each of their team (should they have more than one) to assist CMSA in trying to balance out the seeding groups. The seeding round format will depend on the number of teams entered into these groups. At the end of the seeding round, teams will advance to Tier I, II, III or IV playoffs. Again, the format will depend on the number of teams entered.
3. Tiers V and VI will play a seeding round and playoff round where possible
4. U12 Tier V will play on Wednesdays and Sundays. U12 Tier VI will play on Tuesdays and Saturdays
5. Tiers I-IV will play any day of the week.
6. Tiers I-V will advance to some form of provincial competition, depending on the pending decision by ASA on the format for the U12 Provincials for the Outdoor 2010 season. Tier VI leads to Outdoor City Finals.

**U10**

1. Scoring – website will only reflect wins and losses.
2. League format will remain the same as previous seasons (Tiers A-C; seeding round and playoff round where possible; seeding round to be geographically based as much as possible)
3. U10 Tier A will be scheduled on Wednesday and Sunday. U10 Tier B will play on Mondays and Saturdays (except May 24 – games will be played on the 25<sup>th</sup>). U10 Tier C will play on Thursdays and Sundays.
4. All U10 teams will be participating in the U10 Wrap-up Festival on June 26 and 27, 2010.

**U8**

1. The Calgary Minor Soccer Association in partnership with Shane Homes is offering a U8 City League for both Boys and Girls for the Outdoor 2010 Season.
2. Spring Season:
  - Games will start the week of April 24, CMSA will produce all schedules
  - Based on the results of the survey conducted on the CMSA website, games will be scheduled for Saturdays (unless entire areas request specific weekdays)
  - Entry into the CMSA U8 Minifest on June 6 is included (2 games on one day)
  - Teams will finish the season with a Wrap-up festival on June 26

3. Summer Season:

- Games will start after Stampede, on July 21
  - All games will be played on Wednesday evenings
  - Season finishes on September 8
4. To minimize travel, we are using the Federation of Calgary Communities groupings as a general guideline (page 2). Groupings may vary based upon entries, and upon individual group requests. For example: Communities in Group 21, all of your games would be scheduled within Group 21.
5. Game Format will be 4v4 including a Sweeper-Keeper.